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CAUT ACPPU
# BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 54 | NO 5 | MAY 2007 MAI | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## Vie privée et liberté académique mises en péril à Lakehead

L'Université Lakehead a signé avec Google un contrat d'impartition pour la gestion des services de messageries électroniques offerts au corps professoral, au personnel et aux étudiants de l'établissement. Ces services, fournis dans un premier temps à coût faible ou nul, ont fini par soulever de sérieuses inquiétudes au sujet de la perte du droit à la vie privée et de l'atteinte à la liberté académique.

« L'association du personnel académique de l'Université Lakehead (LUFA) a déposé contre l'établissement un grief alléguant que les services de courriel impartis à Google ne protègent ni les droits du personnel académique à la confidentialité de leurs communications personnelles et professionnelles, ni notre liberté académique tel que le prévoit expressément notre convention collective », a déclaré le président de la LUFA, Tom Puk. Le grief a été soumis à l'arbitrage, et le premier jour d'audience s'est tenu au début du mois.

M. Puk a fait savoir que la LUFA avait demandé aux avocats de l'ACPPU de prendre l'affaire en charge en raison de l'importance qu'elle revêt pour les membres de la LUFA et de ses conséquences sur le personnel académique des autres universités et collèges canadiens qui pourront suivre l'exemple de Lakehead.

Pour pouvoir accéder à leurs comptes de courrier électronique, les membres du corps professoral, les autres employés et les étudiants de Lakehead doivent d'abord accepter les « modalités de service » de l'université qui précisent les conditions en vertu desquelles l'établissement peut avoir accès à leurs messages électroniques et en divulguer le contenu sans leur consentement. Entre autres conditions, l'université exige des utilisateurs qu'ils consentent à ce qu'elle puisse lire et divulguer le contenu des courriels « lorsque l'université croit avoir un besoin professionnel valable », à savoir notamment enquêter sur un usage abusif du courrier électronique ou une inconduite, promouvoir la santé et la sécurité au travail ou « éviter toute entrave à la mission pédagogique [de l'université] ».

Voir VIE PRIVÉE à la page A8

# Email Outsourcing Threatens Privacy & Academic Freedom

Dangerous Fault Lines — Lakehead's deal with the online giant Google raises privacy objections.

Lakehead University has signed an outsourcing contract with Google to run e-mail services for faculty, staff and students at the university. Initially offered at little or no cost to the university, the new arrangement has raised serious concern about loss of privacy and threats to academic freedom.

"The Lakehead University Faculty Association has filed a grievance against the university, alleging that outsourcing e-mail service to Google fails to protect faculty rights to privacy in personal and professional communication and fails to protect our academic freedom as outlined in our collective agreement," said association president Tom Puk. The case was referred to arbitration, with the first day of hearing held earlier this month.

Puk said LUFA asked CAUT lawyers to handle the case because of its seriousness for LUFA members and because of the implications for faculty across Canada if other universities and colleges follow Lakehead's example.

In order to access their e-mail accounts, Lakehead faculty, staff and students must first accept the university's "terms of service" that specify the conditions under which the university may access and disclose the contents their electronic mail without their consent. Among other conditions, the university requires users to agree that the university can read and disclose the contents of e-mail "when the university believes it has a legitimate business need including, but not limited to" investigating misconduct or misuse of email, promoting health and safety or "to prevent interference with the academic mission [of the University]."

Puk noted that in addition to the university's terms, all users of Lakehead's new e-mail system must also accept Google's "terms of use," which specify that "Google may monitor, edit or disclose your personal information, including the content of your e-mails, if required to do so in order to comply with any valid legal process or governmental request."

"As Google is a U.S. corporation, all records to which it has access could be demanded under USA PATRIOT Act investigations, and Google is prohibited by law to tell anyone if records have been requested," said James Turk, executive director of CAUT. "With arrangements to share information between

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— PHOTO: LAKEHEAD UNIVERSITY —

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# COMMENTARY
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## Rate Your Professor: Socrates

By THOMAS CUSHMAN

TEACHING evaluations have become a permanent fixture in the academic environment. These instruments, through which students express their true feelings about classes and professors, can make or break an instructor. What would students say if they had Socrates as a professor?

**This class on philosophy** was really good, Professor Socrates is sooooo smart, I want to be just like him when I graduate (except not so short ☺). I was amazed at how he could take just about any argument and prove it wrong.

I would advise him, though, that he doesn't know everything, and one time he even said in class that the wise man is someone who knows that he knows little (Prof. Socrates, how about that sexist language!?). I don't think he even realizes at times that he contradicts himself. But I see that he is just eager to share his vast knowledge with us, so I really think it is more a sin of enthusiasm than anything else.

I liked most of the meetings, except when Thrasymachus came. He was completely arrogant, and I really resented his male rage and his point of view. I guess I kind of liked him, though, because he stood up to Prof. Socrates, but I think he is against peace and justice and has no place in the modern university.

Also, the course could use more women (hint: Prof. Socrates, maybe next time you could have your wife Xanthippe come in and we can ask questions about your home life! Does she resent the fact that you spend so much time with your students?). All in all, though, I highly recommend both the course and the instructor.

**I learned a lot** in this class, a lot of things I never knew before. From what I heard from other students, Professor Socrates is kind of weird, and at first I agreed with them, but then I figured out what he was up to. He showed us that the answers to some really important questions already are in our minds.

I really like how he says that he is not so much a teacher, but a facilitator. That works for me because I really dislike the way most professors just read their lectures and have us write them all down and just regurgitate them back on tests and papers. We need more professors like Professor Socrates who are willing to challenge students by presenting materials in new and exciting ways.

I actually came out of this class with more questions than answers, which bothered me and made me uncomfortable in the beginning, but Professor Socrates made me realize that that's what learning is all about. I think it is the only class I ever took which made me feel like a different person afterward. I would highly recommend this class to students who want to try a different way of learning.

**My first thought** about this class was: this guy is *really* ugly. Then I thought, well, he's just a little hard on the eyes. Finally, I came to see that he was kind of cute. Before I used to judge everyone based on first impressions, but I learned that their outward appearances can be seen in different ways through different lenses.

I learned a lot in this class, especially about justice. I always thought that justice was just punishing people for doing things against the law and stuff. I was really blown away by the idea that justice means doing people no harm (and thanks to Prof. Socrates, I now know that the people you think are your enemies might be your friends and vice versa, I applied that to the people in my dorm and he was absolutely right).

An excellent class over all. One thing I could suggest is that he take a little more care about his personal appearance, because as we all know, first impressions are lasting impressions.

**Socrates is bias** and prejudice and a racist and a sexist and a homophobe. He stole his ideas from the African people and won't even talk to them now. Someone said that maybe he was part African, but there is nooooooo way.

**For someone** who is always challenging conventional wisdom (if I heard that term one more time I was going to die), Professor Socrates' ideal republic is pretty darn static. I mean there is absolutely no room to move there in terms of intellectual development and social change.

Also, I was taking this course on queer theory and one of the central concepts was "phallocentricism" and I was actually glad to have taken Socrates because he is a living, breathing phallocentrist!

Also, I believe this Republic that Prof. Socrates wants to design — as if anyone really wants to let this dreadful little man design an entire city — is nothing but a plan for a hegemonic, masculinist empire that will dominate all of Greece and enforce its own values and beliefs on the diverse communities of our multicultural society.

I was warned about this man by my adviser in women's studies. I don't see that anything other than white male patriarchy can explain his omnipresence in the agora and it certainly is evident that he contributes nothing to a multicultural learning environment. In fact, his whole search for the Truth is evidence of his denial of the virtual infinitude of epistemic realities (that term wasn't from queer theory, but from French lit, but it was amazing to see how applicable it was to queer theory).

One thing in his defense is that he was much more positive toward gay and lesbian people. Actually, there was this one guy in class, Phaedroh or something like that, who Socrates was always looking at and one day they both didn't come to class and they disappeared for the whole day. I'm quite sure that something is going on there and that the professor is abusing his power over this student.

**Socrates is a real drag,** I don't know how in hell he ever got tenure. He makes students feel bad by criticizing them all the time. He pretends like he's teaching them, but he's really ramming his ideas down student's throtes. He's always taking over the conversation and hardly lets anyone get a word in.

He's sooo arrogant. One time in class this guy comes in with some real good perspectives and Socrates just kept shooting him down. Anything the guy said Socrates just thought he was better than him.

He always keeps talking about these figures in a cave, like they *really* have anything to do with the real world. Give me a break! I spend serious money for my education and I need something I can use in the real world, not some b.s. about shadows and imaginary trolls who live in caves.

He also talks a lot about things we haven't read for class and expects us to read all the readings on the syllabus even if we don't discuss them in class and that really bugs me. Students' only have so much time and I didn't pay him to torture me with all that extra crap.

If you want to get anxious and depressed, take his course. Otherwise, steer clear of him! (Oh yeah, his grading is really subjective, he doesn't give any formal exams or papers so its hard to know where you stand in the class and when you try to talk to him about grades he just gets all agitated and changes the topic.)

**I don't know why** all the people are so pissed at Professor Socrates! They say he's corrupting us, but it's really them that are corrupt. I know some people resent his aggressive style, but that's part of the dialectic. Kudos to you, Professor Socrates, you've really changed my way of thinking! Socs rocks!! ■

Thomas Cushman is a professor of sociology at Wellesley College in Massachusetts.

This article first appeared in the March 16, 2007 edition of the Chronicle of Higher Education. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement la position officielle de l'ACPPU.

L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. La rédaction ne communiquera avec les auteurs de commentaires que si elle décide de publier leurs articles. Les commentaires doivent être envoyés à Liza Duhaime (duhaime@caut.ca).

## PRESIDENT'S COLUMN

# What a Difference 12 Years Make: CAUT on the Move (Part 2)

By GREG ALLAIN

I've always said that anniversaries and milestones in an organization's life are worth celebrating. In February we moved into our new office building, situated within a stone's throw of our former building, which had housed our operations since 1994. This is a good occasion to look back at the progress we've made in little more than a decade. In my April column, I highlighted the various factors behind the remarkable growth in our membership, which increased by 42 per cent over that short period. Our activities and services also expanded significantly and in my last column, I looked at collective bargaining. Now, I'd like to examine our growth in another area, namely the defense of academic freedom.

CAUT has been an ardent defender of academic freedom ever since its creation in 1951, and in particular since the famous Harry Crowe case in 1958, when CAUT set up its first committee of inquiry consisting of illustrious members Vernon Fowke and Bora Laskin. But our work in this area expanded significantly as a result of the momentous Olivieri case, that emerged in the late-1990s and quickly became an international cause célèbre, and justifiably so. This unparalleled attack against academic freedom in a medical setting prompted the creation of CAUT's first independent committee of inquiry, which worked for several years on this incredibly difficult and complex case. The committee's voluminous report was issued in 2001 and was published with James Lorimer & Company as part of CAUT's book series. This book was the third of eight titles so far, and our "bestseller," with demands for it coming from all over the world.

Other major academic freedom cases emerged in the ensuing years, those for instance of David Healy, Gabrielle Horne, David Noble, Mary Bryson, Kin-Yip Chun, Stéphane McLachlan, Anne Duffy and Paul Grof. Again, many of these happened in medical settings involving the complex interplay of universities, schools of medicine, hospitals and regional health authorities, alternative funding plans and practice plans and pharmaceutical companies sponsoring health research.

The increasing threat to the academic freedom of university-associated clinicians and researchers was not a coincidence: most schools of medicine have rigid and hierarchical structures and a poor tradition of collegial governance. This is why CAUT established a task force on academic freedom for faculty at university-affiliated healthcare institutions (whose work produced a 2004 report titled "Defending Medicine: Clinical Faculty and Academic Freedom") as well as appointed a new advisory committee to the executive on academic concerns of clinical faculty.

CAUT currently has three cases involving clinical faculty at Memorial and Dalhousie Universities and the University of Ottawa before independent committees of inquiry.

CAUT also has another tool to deal with attacks on academic freedom: ad hoc investigatory committees, which report to CAUT's academic freedom and tenure com-

See WHAT A DIFFERENCE Page A10

## LE MOT DU PRÉSIDENT

# Quelle différence 12 ans peuvent faire! L'ACPPU en mouvement (2e partie)

Par GREG ALLAIN

J'ai toujours dit qu'il valait la peine de célébrer les anniversaires et les étapes de la vie d'une organisation. En février, nous nous sommes installés dans nos nouveaux bureaux situés à deux pas de notre ancien immeuble, que nous occupions depuis 1994. Le moment est donc bien choisi pour passer en revue les progrès que nous avons accomplis en un peu plus d'une décennie. Dans ma chronique du mois d'avril, j'ai souligné les divers facteurs à l'origine de la remarquable croissance du nombre de nos membres, qui a augmenté de 42 % pendant cette courte période. Nos activités et nos services se sont aussi multipliés : j'ai traité dans ma dernière chronique du dossier de la négociation collective. J'aimerais maintenant examiner la croissance que nous avons enregistrée dans un autre secteur, à savoir la défense de la liberté académique.

L'ACPPU défend avec ardeur la liberté académique depuis sa création en 1951, et tout particulièrement depuis la célèbre affaire Harry Crowe en 1958, année où l'association a mis sur pied son premier comité d'enquête, composé de deux universitaires très connus, Vernon Fowke et Bora Laskin. Notre travail dans ce secteur a toutefois pris beaucoup d'ampleur à la suite de la très importante affaire Olivieri qui, apparue vers la fin des années 1990, est devenue rapidement et à juste titre une cause célèbre internationale. Cette offensive sans précédent contre la liberté académique dans un milieu médical a suscité la création du premier comité d'enquête indépendant de l'ACPPU, qui s'est penché pendant plusieurs années sur cette affaire extrêmement complexe. Produit en 2001, le volumineux rapport du comité a été publié avec la James Lorimer et Company dans la série d'ouvrages de l'ACPPU. Il s'agit du troisième titre de la collection, qui en comporte huit jusqu'à maintenant, et il est notre « best-seller » dans le monde entier.

D'autres causes de première importance en matière de liberté académique sont survenues dans les années qui ont suivi, notamment les cas de David Healy, Gabrielle Horne, David Noble, Mary Bryson, Kin-Yip Chun, Stéphane McLachlan, Anne Duffy et Paul Grof. Bon nombre d'entre elles concernaient le milieu médical et impliquaient l'interaction complexe d'universités, d'écoles de médecine, d'hôpitaux et de règies régionales de la santé, de programmes alternatifs de financement et de plans de pratique, ainsi que de compagnies pharmaceutiques parrainant la recherche en santé.

Le fait que la liberté académique des cliniciens et des chercheurs associés à des universités ait été de plus en plus menacée n'était pas une coïncidence : dans la plupart des écoles de médecine, les structures sont hiérarchiques et rigides et il n'y a généralement pas de tradition de gouvernance collégiale. C'est pourquoi l'ACPPU a mis sur pied le Groupe de travail sur la liberté académique des professeurs travaillant dans des établissements de soins de santé affiliés à des universités (qui a produit en 2004 un

Voir DIFFÉRENCE à la page A6

# B.C. Report Raises Issues for All of Us

By CINDY OLIVER

In early May, the government of British Columbia released a major review of post-secondary education. The report, titled "Access and Excellence: The Campus 2020 Plan for British Columbia's Post-Secondary Education System,"[1] marks an important admission that the province's last six years of policy and funding choices have not worked.

The Campus 2020 review was led by Geoff Plant, the province's attorney general during the first term of the B.C. Liberal government. The choice of Plant to lead this initiative raised serious questions about the extent to which he could be objective enough. After all, he was part of the same cabinet that approved the changes that, six years later, have proven to be a dismal failure.

To Plant's credit, the report does acknowledge many of the problems created by his government's transformation of the system. Adult basic education programs should be tuition-free, according to the report, a point educators have been pressing the government on for many years. The report also acknowledges that the current system of "self regulation" for private colleges and training institutes is creating hardship for students and reputational damage for the province's entire post-secondary education system. The report found that the so-called "new model" for trades training and apprenticeship has failed to deliver on one of the most basic measures — completion rates and recommends an independent review of the agency charged with trades training to try and get those measures back on track.

While the report's acknowledgement of problems in post-secondary education is encouraging, it fails to deliver on workable, sensible and equitable solutions. Plant is unwilling to fully concede that affordability is a major barrier for students. That's a disappointing outcome, given the skyrocketing tuition fees and the tremendous increase in student debt levels. The report defends high tuition fees and goes so far as to recommend that the current inflation tuition cap mechanism should be changed, a move that would see tuition fees outpace the rate of inflation.

The report does make some important comments on governance and recommends a more coordinated and system-wide approach. Unfortunately, the report's governance model leans more towards exclusive than inclusive. In Plant's view, the most significant decision-making element in his new model — the Higher Education Presidents' Council — would be comprised of senior administrators, but no one else. Faculty, students and community input would not be incorporated in this new council.

Plant made 52 recommendations in his final report. Some would involve legislative change, others budgetary and still more would require major policy shifts. Advanced Education Minister Murray Coell says he intends to study the report in some detail. Implementation of any or all recommendations isn't likely until the spring 2008 legislative session.

The intervening months have to be used to ensure the provincial government addresses the problems identified in this report with solutions that resolve the twin issues of affordability and access. We must play a central role in that effort — continuing to work with partners and allies who share our concerns and support our call for a post-secondary system that works for everyone. If we are successful in B.C., it can have beneficial effects in other provinces where academic staff and student associations are confronting problems of affordability and access stemming from provincial government policies. ■

1. A copy of the report is available online at www.aved.gov.bc.ca/campus2020.

Cindy Oliver is president of the Federation of Post-secondary Educators of British Columbia and a member-at-large of the CAUT Executive Committee.

The views expressed are those of the author and not necessarily CAUT.

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

## HOMEWORK!

### Fair Division of Land

A man owned a piece of land in the shape of a trapezoid; it was bounded by four straight sides. Two of these sides were parallel; one was seven furlongs long, the other 17 furlongs. He divided it fairly between his two sons by constructing a fence parallel to these two sides that partitioned it into two trapezoids of equal area. Tell me, O esteemed scholar, the length of this fence?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

# NEWS ACTUALITÉS

## Ottawa U Professor Recognized

CHAD Gaffield, a professor of history at the University of Ottawa and president of the Social Sciences and Humanities Research Council of Canada, received CAUT's 2007 Distinguished Academic Award.

The award is given annually to an academic who demonstrates excellence in teaching, in research and in service to the academy and the community.

"Gaffield's contributions over the past 20 years were numerous and broad-based and present a perfect fit for the criteria of this award," CAUT president Greg Allain said April 28 during the award ceremony. "He is the consummate academic whose teaching, research and service has contributed noticeably to the lives of his students, his institution, his field of study and to the community."

Recipients receive a $1,000 honorarium and a plaque and are invited to address CAUT's spring Council at the time of the award presentation. Gaffield's address will be published by CAUT later this year. A transcript of the speech can also be found on CAUT's web site.

Chad Gaffield — 2007 recipient of CAUT's Distinguished Academic Award.

Gaffield is the second recipient of the award. Bernard Robaire, professor of pharmacology and therapeutics at McGill University, received the award in 2006. ■

Version française à la page A6.

## CAUT's Benefit Concert Raises $5K for Discovery University

PIANIST Yaroslav Senyshyn and flautist Susan O'Neill-Senyshyn received standing ovations for their performances at CAUT's benefit concert in late April to raise money for Discovery University and its program of university courses for low-income and homeless people in Ottawa.

"We were delighted to be able to raise $5,000 for Discover University," said CAUT president Greg Allain. "We hope community groups and faculty in other communities will follow Discovery University's example and establish educational opportunities for individuals who might otherwise not have access to university courses."

Supported by donated time, talent and money from a number of organizations in the Ottawa area, including the First Baptist Church, the University of Ottawa, the Centre for Research on Community Services, Saint Paul University, the Ottawa Mission, Cornerstone and the City of Ottawa, Discovery University offers four university-level, non-credit courses: Discovering Fiction, Critical Thinking Skills, What is History? and Moral Living: Contemporary Issues in Ethics.

The 11-week courses are taught by volunteer faculty from Saint Paul University and the University of Ottawa, and the University of Ottawa donates the classroom space. There are no exams to pass, but students are required to come to class having read the assigned material and prepared to discuss it. Students receive course materials free of charge and free bus tickets if needed.

Senyshyn, a member-at-large of the CAUT Executive Committee, has won acclaim for his performances at many of the world's foremost concert halls, including New York's Carnegie Hall, Washington's John F. Kennedy Centre for the Performing Arts, Toronto's St. Lawrence Centre for the Arts and Massey Hall and the Grand (Bolshoi) Hall of the Moscow Conservatory. Georgetown University Radio featured Senyshyn in a broadcast about Canadian pianism, including Glenn Gould, Louis Lortie and Anton Kuerti, and the Washington Post described him as a pianist of "enormous power" and "sophistication." In addition to his concert activities, Senyshyn is an associate professor of music and philosophy at Simon Fraser University and a former president of the SFU Faculty Association.

Guest artists Susan O'Neill-Senyshyn & Yaroslav Senyshyn at April 27 concert.

O'Neill-Senyshyn studied flute with Ervin Monroe (Detroit Symphony Orchestra), Robert Cram (National Arts Centre Orchestra), Paul Edmund-Davies (London Symphony Orchestra, UK), and the late Geoffrey Gilbert, who taught many players of international repute, including Sir James Galway. She has performed as a soloist and chamber musician in both England and Canada, and will begin teaching in the faculty of music at the University of Western Ontario this fall. Formerly, she was senior lecturer and associate director of the unit for the study of musical skill and development at Keele University in England.

"CAUT wants to express special thanks to the two guest artists who performed at the concert," Allain said. "It is not often that we have an internationally-acclaimed musician on the executive of CAUT." ■

CAUT professional officer Linda Rumleski (e-mail: rumleski@caut.ca) can provide additional information for academic staff interested in pursuing a similar initiative in their community.

## Sadleir House trouve une nouvelle vocation

### Une entreprise financée par une taxe étudiante profite à l'ensemble de la communauté.

EN 2001, un mouvement d'opposition regroupant des étudiants, des anciens, des professeurs et des membres du personnel s'est manifesté contre la décision prise par l'administration de l'Université Trent de fermer ses deux collèges au centre-ville de Peterborough. À l'époque, la rectrice de l'université, Bonnie Patterson, avait fait valoir que les édifices du centre-ville étaient en mauvais état et qu'ils représentaient un fardeau financier pour l'établissement. Or, la situation actuelle de Sadleir House, qui était le principal bâtiment du Collège Peter Robinson, vient remettre en question les arguments de l'administration de Trent.

En 2002, dans le cadre de la cession du Collège Peter Robinson, l'université a vendu Sadleir House, en demandant aux nouveaux propriétaires de continuer à y aménager des logements locatifs étudiants, et elle a transféré sur le campus principal les programmes qui étaient offerts au collège. Un an plus tard, les étudiants de Trent ont décidé par référendum d'établir un centre étudiant dans le centre-ville de Peterborough et de financer ce projet au moyen d'une nouvelle taxe annuelle prélevée auprès des étudiants.

Après avoir fait une offre d'achat, plus tard dans l'année, pour acquérir Sadleir House, les étudiants en ont pris possession en février 2004. La Peter Robinson Community and Student Association encadre l'exploitation de Sadleir House, et les étudiants de Trent paient à l'heure actuelle une taxe de 23,50 $ qui a permis jusqu'ici de fournir un apport de plus de 120 000 $ à la propriété.

Le bâtiment a depuis été rénové et classé monument historique par la municipalité de Peterborough. Il abrite maintenant les locaux de plusieurs organisations étudiantes et accueille diverses manifestations et activités organisées par les professeurs de Trent, les étudiants et l'ensemble de la collectivité de Peterborough.

« Sadleir House est le lieu d'interaction sociale entre l'université et la collectivité », souligne Dwayne Collins, régisseur de Sadleir House. « Cela a toujours fait partie de la vision d'ensemble de Trent, compte tenu de l'emplacement du campus principal en zone suburbaine. La transformation réussie de Sadleir House en un centre étudiant montre que l'administration avait tort de soutenir que ces bâtiments n'étaient pas viables et qu'ils ne valaient pas la peine d'être sauvés et restaurés. »

George Nader, le directeur du Collège Peter Robinson à l'époque où l'université avait recommandé de fermer les collèges de Trent situés dans le centre-ville, avait contesté la validité de bon nombre des arguments financiers et opérationnels invoqués dans la foulée de cette décision. Il avait manifesté à la haute direction de l'établissement son opposition à la fermeture des collèges, et il n'a pas été reconduit dans ses fonctions de directeur malgré la ferme recommandation du comité des candidatures nommé par le sénat.

Parce que bon nombre étaient d'avis que les protestations de M. Nader avaient joué dans la décision de l'administration de ne pas renouveler son mandat, l'ACPPU a immédiatement chargé un comité d'enquête spécial d'examiner la question de la liberté académique pour les administrateurs. Le rapport du comité est reproduit dans le numéro d'avril du *Bulletin*. ■

English on page A5.

## Email Outsourcing Threatens Privacy & Academic Freedom

☞ From PAGE A1

Canadian and American intelligence agencies, Canadian agencies would be able to obtain from their U.S. counterparts e-mails and records they could not legally obtain in Canada."

Google's terms and conditions also stipulate that "personal information collected by Google may be stored in the United States or any other country in which Google Inc. or its agents maintain facilities ... [and that] you consent to any such transfer of information outside of your country."

Further, "Google may at any time and for any reason terminate the Services, terminate this Agreement, or suspend or terminate your account" and, in such an event, "you may not be granted access to your account or any files or other content contained in your account although residual copies of information may remain in our system."

In addition, should any user consider challenging Google's actions, their only recourse is spelled out in the company's terms: "Any claims, legal proceeding or litigation arising in connection with the Service will be brought solely in Santa Clara County, California, and you consent to the jurisdiction of such courts."

"Given the university's and Google's policies, how can academic staff feel free to communicate on sensitive subjects in their scholarly work?" Turk asks, noting academic freedom would be undermined under such conditions "as they can easily chill the openness necessary for scholarly interchanges between colleagues and with students." ■

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# NEWS ACTUALITÉS

## Regina : l'optimisme est de retour depuis l'arrivée du nouveau recteur

LES relations entre l'Université de Regina et deux de ses collèges fédérés sont en voie de prendre une tournure réjouissante depuis qu'un changement s'est produit á la tête de l'établissement. Sous l'administration de l'ancien recteur et vice-chancelier, Robert Hawkins, l'université avait réduit de 40 % environ le nombre d'heures-crédit aux colléges Luther et Campion pour l'année scolaire 2006-2007 et s'était montrée décidée á sabrer davantage, l'année suivante, dans les programmes et les effectifs.

M. Hawkins a démissionné le 21 décembre en raison de « divergences de vues sur la philosophie de gestion et d'autres questions ». Son départ n'a toutefois pas contribué á imprimer une nouvelle direction aux négociations engagées entre l'université et les colléges au début de 2007, les parties n'ayant pas réussi á résoudre leurs différends ni á dissiper les inquiétudes du personnel académique sur l'ensemble du campus.

Dans une lettre adressée á l'université le 5 mars dernier, l'ACPPU met en garde que le maintien des compressions en cours ou l'imposition de compressions supplémentaires compromettraient la viabilité des colléges visés, et elle presse l'université de « limiter le préjudice qu'elle a causé aux colléges fédérés en coupant outre mesure dans leurs ressources ».

L'ACPPU souligne également dans sa lettre l'importante position des colléges comme pôle d'attraction pour les « étudiants qui, autrement, auraient peu de chances de fréquenter l'Université de Regina ».

Selon Dorothy Lane, présidente de l'association du personnel académique de l'Université de Regina, l'université semble maintenant disposée á limiter les dommages.

Elle signale que les dirigeants des colléges ont rencontré á la mi-mars le recteur intérimaire de l'université, Allan Cahoon, et son successeur, Jim Tomkins, et que les premiers rapports de cette rencontre laissent entendre que l'université renoncerait á ses mesures d'austérité.

« Nous avons bon espoir que l'université et les colléges pourront régler les différends qui les opposent », confie Mme Lane. « Déjá, les membres du corps professoral font trés bon accueil á la promesse qui leur a été faite de rétablir les mécanismes de consultation de l'université par lesquels sont déterminés le contenu des programmes, les cours offerts et les nombres d'inscriptions. »

Et Mme Lane d'ajouter qu'il est « extrêmement utile » d'avoir un collégue aussi expérimenté que M. Tomkins á la tête de l'université.

Professeur émérite de mathématiques et de statistique, M. Tomkins compte 37 ans de carriére á l'Université de Regina oú il a aussi rempli un mandat á titre de président de l'association du personnel académique.

« S'employer á régler le conflit avec ses partenaires fédérés est une décision avisée de la part de la nouvelle administration », conclut Mme Lane. « Les compressions imposées aux colléges avaient des répercussions négatives sur l'ensemble de la communauté, mais nous avons maintenant la possibilité de colmater la bréche. » ■

Traduit de l'article « New President at Regina Marks 'Optimism' » (*Bulletin de l'ACPPU*, avril 2007).

## New Use for Closed Trent College

### Student levy bought building, now shared with community.

IN 2001 many students, alumni, faculty and staff rallied against a decision by Trent University administrators to close the university's two colleges in downtown Peterborough. At the time Trent president Bonnie Patterson claimed the downtown properties were in poor repair and a financial drain on the university. But the ongoing story of Sadleir House, which was the main part of Peter Robinson College, calls into question the claims of the Trent administration.

The university sold Sadleir House in 2002 for use as student rental accommodation, as part of the Peter Robinson College disposal, and moved programs to the main campus. A year later, Trent students voted by referendum to establish a student run space in the downtown area and raise money for a facility through a new annual student levy.

An offer later that year led to the purchase of Sadleir House and students took possession in February 2004. The Peter Robinson Community and Student Association oversees the operation of Sadleir House and Trent students currently pay a levy of $23.50, which so far has contributed more than $120,000 to the property.

The building has since been renovated and designated a historic landmark by the municipality of Peterborough. It now houses several student organizations and hosts various events with Trent faculty, students and the larger Peterborough community.

"Sadleir House is the physical place where the university and the wider community are able to interact," said Dwayne Collins, steward of Saidler House. "Given the suburban location of the main campus this was always part of the vision of Trent. The success of Sadleir House as a student-owned space undermines the administration argument that these buildings were not viable and not worth saving and restoring."

George Nader, principal of Peter Robinson College at the time of the proposed closures, questioned many of the financial and operational assumptions behind the decision to close Trent's downtown colleges. He butted heads with senior administrators over the closures and, despite a strong recommendation from a senate-appointed search committee, his appointment as principal was not renewed.

Many felt Nader's protest about the closures played a role in the administration decision not to renew his term and the action prompted a CAUT ad hoc investigatory committee to examine the question of academic freedom for administrators. The committee's report can be found in the April issue of the *Bulletin*. ■

Historic Sadleir House — A shining example of a student revitalization project.

Version française á la page A4.

## Poll: Canadians Want Targeted Funding Model for PSE

A CLEAR majority of Canadians want new federal funding for post-secondary education targeted to lowering tuition fees, shows a poll done for CAUT and the Canadian Federation of Students.

According to the survey, 53 per cent of respondents saw reducing tuition fees as a priority use of the new university and college funding announced in the last federal budget. Seventeen per cent said hiring more staff should top the agenda, while 13 per cent favoured creating more spaces for students and 12 per cent wanted an increase in research funding.

"These findings demonstrate that the major issue in post-secondary education remains the high cost of going to university and college," said CAUT president Greg Allain.

Forty-two per cent of respondents to the poll said the best way to make a college or university education more affordable is to reduce fees for all students, while 32 per cent support up-front, non-repayable grants targeted to students in need, and 23 per cent favour raising limits on the amount of repayable loans students can receive.

Allain said in a surprise result the survey also found that 39 per cent of Canadians believe that a university or college education should be free, like public schools. In Atlantic Canada, nearly half support the elimination of tuition fees.

"As a post-secondary degree becomes as important as a high school diploma was for the last generation, one consequence may be that Canadians see less and less justification for individuals to have to pay out of pocket," Allain said.

He added that Canadians support the principle of lowering fees even if that means forgoing tax cuts. Nearly six in ten said they would be willing to give up the next planned cut in the GST if the money was used instead to cut tuition.

The survey also found that Canadians are by and large happy with the quality of post-secondary institutions. Fifty per cent said Canadian universities and colleges are of a high or very high standard, while just 20 per cent rated them poorly.

"There's a strong sense among people in Canada that our universities and colleges, and the people who work in them, are doing a good job," Alain said.

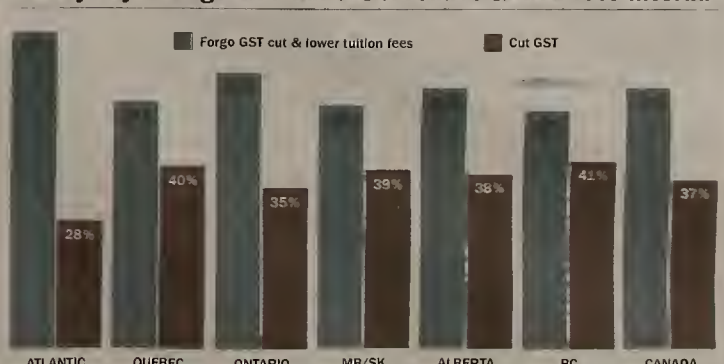
On the political front, the CAUT/CFS poll found little change in party support since the last federal election. Overall, the governing Conservatives had 34 per cent support among decided and leaning voters in Canada, while the Liberals were the choice of 28 per cent, the NDP was favoured by 16 per cent and the Green Party stood at 12 per cent.

In Quebec, the Bloc Québécois leads with 33 per cent support, followed by the Conservatives and Liberals who are virtually tied at around 21 per cent. In the rest of Canada, the Conservatives enjoy the support of 38 per cent of voters, eight percentage points ahead of the second placed Liberals.

"It's clear that no one party is in a position to form a majority government," Allain said. "This creates an opportunity in our lobbying efforts to put pressure on all the parties to make post-secondary education issues a priority in this Parliament." ■

The Decima Research telephone poll of 2,000 adults, conducted between April 5 and April 15, has a margin of error of ±2.2 per cent, 19 times out of 20.

Version française á la page A7.



# AUCC Puts First Nations Univ on Probation

## First Nations University of Canada has until March 15, 2008 to adopt a proper governance model to protect its integrity or face expulsion from AUCC.

THE Association of Universities and Colleges of Canada last month voted to place the First Nations University of Canada on probationary membership pending a resolution of governance issues, in particular the independence of the FNUC board of directors from the Federation of Saskatchewan Indian Nations – the authority that founded the institution in the 1970s.

AUCC says if the issues can't be resolved by March 2008, the AUCC board will recommend FNUC's expulsion from the association.

"CAUT is deeply disappointed the Federation of Saskatchewan Indian Nations and the FNUC board forced AUCC to place the university on probation for refusing to adopt governance changes recommended by FSIN's own task force nearly two years ago," said CAUT president Greg Allain.

The current problems at FNUC began in February 2005, when FSIN Vice Chief and board chair Morley Watson took it upon himself to intervene in the management of the university – evicting staff, suspending senior officials and seizing computer hard drives.

"These and subsequent actions have had a catastrophic effect leading to the loss of virtually all of the university's senior administrators and a significant portion of the senior academic staff as well as many of the administrative, professional and technical staff who, together, had built FNUC into the top indigenous university in North America," Allain said. "Enrollment has declined and the university is in serious financial trouble."

In June 2005, FSIN set up an All Chiefs' Task Force to investigate the worsening situation and identify solutions to remedy the controversy. The task force's recommendations to restore proper governance and operating procedures at FNUC – procedures consistent with internationally-recognized standards of university governance – were reported in November 2005.

But FSIN and the FNUC board have steadfastly refused to adopt the changes recommended by the task force – prompting AUCC to review FNUC's entitlement to AUCC membership, which requires a university to adhere to international norms on governance, institutional autonomy and academic freedom.

"In the face of FSIN's latest action on Feb. 28, 2007, to postpone for another year any decisions about implementing the task force recommendations, AUCC took the only action it could," Alain said.

Allain said CAUT hopes FSIN and the FNUC board will recognize the opportunity to restore the university to its former standing is limited as the continuing loss of respected teachers, scholars and administrators will soon make recovery impossible.

"FNUC occupies a unique role in Canadian higher education. Its demise would be a tragic loss for First Nations students and communities and for all Canadians," Allain said. ■

On the Net:

The All Chiefs' Task Force report is available at www.firstnationsuniversity.ca/images/docs/Task_Force_Final_Report.pdf.

The final report of the AUCC review committee on First Nations University of Canada is available at www.aucc.ca/_pdf/english/media/first_nations_full_report_april_07_e.pdf.

# L'intégrité académique au coeur d'une conférence

LA Fondation Harry Crowe tiendra à Ottawa en novembre prochain sa deuxième conférence qui portera cette fois-ci sur la protection de l'intégrité du travail académique.

Les administrateurs de la fondation ont organisé cet évènement autour de quatre thèmes fondamentaux : la culture de la recherche universitaire axée sur la production, les pressions exercées par les commanditaires de recherche externes, les pressions externes sur le discours académique et la division du travail académique en fonctions distinctes.

Chacun de ces thèmes sera exploré en profondeur au cours d'une série de séances plénières pour lesquelles ont été pressentis des présentateurs de diverses institutions du Canada, des États-Unis, de l'Angleterre et du pays de Galles.

« Les réponses positives aux invitations que nous avons lancées sont des plus encourageantes », a déclaré le président de la fondation, Howard Pawley. « Nous serons entourés d'un aréopage de conférenciers, dont le vice-président de la Royal Society de la Grande-Bretagne, le président de l'Union of Concerned Scientists et l'un des chefs de file de la science médicale au Canada. L'évènement mobilisera une énergie intellectuelle hors du commun. »

Au nombre des participants figurera également Sheldon Krimsky, professeur d'urbanisme et de gestion de l'environnement à l'Université de Tufts et membre de l'American Association for the Advancement of Science. M. Krimsky prononcera l'allocution d'ouverture, qui s'intitulera « L'intégrité académique dans l'intérêt public ».

« Sa critique des situations de conflit d'intérêts dans la recherche commanditée s'impose comme point de départ logique d'une conférence sur l'intégrité académique », fait remarquer James Turk, directeur général de l'ACPPU et secrétaire de la fondation.

M. Turk indique que les organisateurs de la conférence, particulièrement préoccupés devant l'accumulation des preuves de l'influence exercée sur le discours scientifique par les groupes industriels et les gouvernements des deux côtés de la frontière canado-américaine, ont tenu à inclure au programme une séance plénière sur la manipulation de la science par les industries du tabac, pharmaceutique et pétrolière, et une autre séance sur les pressions indues émanant des organismes et des agences gouvernementaux.

La conférence se tiendra du 2 au 4 novembre 2007 à l'hôtel Fairmont Château Laurier à Ottawa. Pour plus d'informations sur le programme de la conférence, prière de communiquer avec Marcus Harvey par courriel (harvey@caut.ca) ou par téléphone (613-820-2270). ■

Un recueil d'essais établis à partir des communications présentées lors de la conférence de la fondation tenue en octobre 2005 est publié sous le titre *Free Speech in Fearful Times* (voir l'annonce à la dernière page du présent numéro).

English on page A7.

# Hommage rendu à un professeur de l'U d'O

CHAD Gaffield, professeur d'histoire à l'Université d'Ottawa et président du Conseil de recherches en sciences humaines du Canada, a été élu lauréat du Prix 2007 de l'ACPPU pour services émérites.

Ce prix annuel est décerné à un universitaire qui illustre l'excellence dans tous les aspects de la profession : l'enseignement, la recherche ainsi que les services au milieu universitaire et à l'ensemble de la collectivité.

« Les réalisations à la fois nombreuses et diversifiées que le professeur Gaffield a accomplies ces vingt dernières années correspondent parfaitement aux critères d'attribution de ce prix », a déclaré le président de l'ACPPU, Greg Allain, lors de la cérémonie de remise du prix tenue le 28 avril dernier. « Le savoir-faire exceptionnel dont fait preuve cet universitaire consommé dans l'exécution de ses activités d'enseignement, de recherche et de service enrichit de façon remarquable la vie de ses étudiants, de son établissement, de son domaine d'étude et de la collectivité. »

Le lauréat reçoit une rétribution de 1 000 $ et une plaque en plus d'être invité à prendre la parole devant le Conseil de l'ACPPU lors de l'assemblée du printemps. L'ACPPU diffusera plus tard cette année l'allocution de M. Gaffield et la publiera également sur son site web.

M. Gaffield est le deuxième lauréat du prix. En 2006, le prix avait été remis à Bernard Robaire, professeur de pharmacologie et de thérapeutique à l'Université McGill. ■

Les personnes souhaitant soumettre une proposition de candidature en vue de l'attribution du Prix de l'ACPPU pour services émérites de 2008 peuvent le faire jusqu'au 15 juin. On trouvera la procédure de mise en candidature sur le site www.acppu.ca.

English on page A4.

# Quelle différence 12 ans peuvent faire!

☞ Suite de la PAGE A3

rapport intitulé *À la défense de la médecine : les professeurs de clinique et la liberté académique*), et a formé un comité consultatif chargé de présenter au Comité de direction les préoccupations du personnel académique clinicien.

À l'heure actuelle, trois cas concernant des professeurs cliniciens des universités Memorial, Dalhousie et d'Ottawa sont examinés par des comités d'enquête indépendants constitués par l'ACPPU.

L'ACPPU a établi un autre mécanisme de règlement des atteintes à la liberté académique. Il s'agit des comités d'enquête spéciaux, qui rendent compte au Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU et qui donnent ainsi à l'ACPPU la possibilité de négocier une solution aux problèmes constatés avant que le rapport d'enquête ne soit rendu public (ou pour éviter une telle mesure). L'ACPPU attend actuellement les rapports de deux comités spéciaux. Les trois derniers rapports produits par de tels comités portaient sur les affaires Eileen Hogan (Acadia) et Laurent Leduc (Toronto) – tous les deux publiés en 2006 – et l'affaire George Nader (Trent), dont le rapport a été publié dans le *Bulletin* du mois d'avril.

Évidemment, le recours de plus en plus fréquent aux comités d'enquête est venu modifier le mandat du Comité de la liberté académique et de la permanence de l'emploi, qui ne mène plus d'enquêtes sur les cas individuels d'atteinte à la liberté académique. Maintenant, ce comité se consacre surtout à l'élaboration de politiques et, dans cette optique, produit divers énoncés de principes, des clauses modèles et des documents de travail.

À partir également des enseignements tirés de l'affaire Olivieri, l'ACPPU a créé il y a quelques années le Fonds de la liberté académique, une sorte de régime d'« assurance-catastrophe » garantissant aux associations locales les moyens financiers nécessaires pour défendre jusqu'au bout toute cause touchant à la liberté académique et impliquant des coûts majeurs. Le fonds, dont l'objectif initial a été fixé à un million de dollars, a atteint environ 840 000 $ le mois dernier (en contributions faites ou promises), grâce à l'énorme générosité des associations locales de partout au pays. Dernièrement, 250 000 $ ont été versés aux associations membres de l'Université de la Colombie-Britannique, de l'Université de Regina et de l'Université Laurentienne pour les aider à poursuivre des luttes particulièrement longues et coûteuses en vue de défendre leurs membres. Le fonds s'établit donc maintenant à environ 600 000 $.

Dans ce contexte, j'aimerais inviter les associations qui n'ont pas encore fait de dons d'envisager sérieusement la possibilité de le faire, et celles qui ont déjà versé une cotisation, de songer à y contribuer à nouveau, sous forme de paiement unique ou de versement annuel. Ceci ressemble-t-il à de la promotion? Vous avez tout à fait raison : c'en est! La liberté académique est la pierre angulaire de notre profession, et nos associations membres, tout comme l'ACPPU, se sont engagées à la défendre vigoureusement. Or, cette défense a un prix. Mais pour reprendre un argument de style publicitaire, n'oubliez pas que la prochaine victime pourrait être... vous!

Établie en 2003 pour appuyer les projets d'éducation et de recherche dans ce secteur, la Fondation Harry Crowe est un autre mécanisme destiné à faire connaître les enjeux relatifs à la liberté académique. S'agissant d'un organisme de bienfaisance enregistré, la fondation peut émettre des reçus aux fins de l'impôt à l'intention des personnes qui soutiennent financièrement ses activités. La première grande activité de la fondation a été la tenue, en 2005, de la conférence sur la liberté académique dans le contexte de l'après-11 septembre 2001, qui a attiré des participants de partout au pays et dans le monde. Des articles rédigés à partir des exposés présentés à la conférence sont réunis dans le huitième ouvrage de la collection de l'ACPPU, qui a été publié le mois dernier sous la direction de James Turk, directeur général de l'ACPPU, et d'Allan Manson, de l'Université Queen's. Le titre en est *Free Speech in Fearful Times: After 9/11 in Canada, the U.S., Australia and Europe*. L'automne prochain, la Fondation Harry Crowe tiendra une autre conférence, sur La protection de l'intégrité du travail académique (voir ci-haut).

La liberté académique est aujourd'hui essentielle à l'éducation postsecondaire ainsi qu'à la réalisation de toutes nos activités quotidiennes en matière d'enseignement, de recherche et de service. L'ACPPU joue un rôle plus proactif que jamais dans ce domaine de premier plan, poussée par la multitude des causes de portée capitale survenues ces dix dernières années et, en particulier, par celles de nos collègues des écoles de médecine.

Depuis 1994, l'ACPPU a aussi étendu ses activités et ses services dans de nombreux autres secteurs : création de nouveaux cours, ateliers et publications; accroissement de nos activités de communication; importance accrue accordée à la santé et à la sécurité au travail; augmentation de l'effectif des services juridiques; adhésion à diverses coalitions progressistes; création de prix pour souligner des contributions exceptionnelles dans des domaines particuliers; renforcement de la présence de l'association sur la scène internationale. La suite sur ces thèmes dans ma chronique de juin! ■

# NEWS ACTUALITÉS

## Academic Staff at St. Mary's Join CAUT

CAUT Council delegates voted last month to accept the membership application of St. Mary's University College Faculty Association, representing 54 full and part-time academic staff employed at the Catholic, liberal arts and sciences teaching and research institution located in Calgary.

"I was elected to my post two years ago with a mandate to pursue membership in CAUT," said faculty association president Patrick Finn. "An information meeting was held recently to go over membership details, and there was enough positive response out of that meeting to put the proposal to a vote. All voted in favour of joining CAUT."

St. Mary's joins 65 other academic staff associations and two federated organizations in CAUT membership.

"We are very pleased with this opportunity to welcome the St. Mary's association," said CAUT executive director James Turk. "Their membership brings new talent and ideas and serves to strengthen the association as a whole. It's a valuable addition to our network and we look forward to working together on the important issues facing academic staff at St. Mary's and across Canada." ■

## L'association de St. Mary's se joint à l'ACPPU

Les délégués présents à l'assemblée du Conseil du mois dernier ont voté en faveur de l'adhésion à l'ACPPU de l'association du personnel académique du Collège universitaire St. Mary's, qui représente 54 membres à temps plein et à temps partiel du personnel académique de l'établissement catholique d'enseignement et de recherche en arts libéraux et en sciences situé à Calgary.

« Lorsque j'ai été élu à mon poste il y a deux ans, j'ai reçu le mandat d'entreprendre les démarches nécessaires pour adhérer à l'ACPPU », a expliqué le président de l'association du personnel académique, Patrick Finn. « Les réactions généralement positives exprimées par les membres lors d'une récente réunion d'information sur les modalités d'adhésion nous ont amenés à mettre la proposition aux voix. Tous les membres se sont prononcés en faveur de notre adhésion à l'ACPPU. »

St. Mary's se joint donc aux 65 autres associations de personnel académique et aux deux organisations fédérées qui sont membres de l'ACPPU.

« Nous sommes très heureux d'accueillir l'association de St. Mary's dans nos rangs. Les compétences et les idées nouvelles dont elle est porteur contribueront à renforcer l'association dans son ensemble et à dynamiser notre réseau. Nous comptons travailler étroitement avec elle à la gestion des enjeux importants auxquels sont confrontés les membres du personnel académique à St. Mary's et dans tout le pays », a déclaré le directeur général de l'ACPPU, James Turk. ■

# Conference to Address Academic Integrity

PROTECTING the integrity of academic work is the theme for the second Harry Crowe Foundation conference being held later this year in Ottawa.

In designing the event, the foundation's directors identified four critical themes: academia's production-driven research culture, the pressures exerted by external research sponsors, outside pressures on academic discourse and the unbundling of faculty work.

Each theme will be the focus of sustained attention during a series of plenary sessions, with presenters coming from a range of institutions in Canada, the United States, England and Wales.

"The positive response to our invitations has been enormously gratifying," foundation president Howard Pawley said. "We have an impressive collection of speakers, including the vice-president of Britain's Royal Society, the chair of the Union of Concerned Scientists and one of Canada's leading medical scientists. There's going to be a lot of intellectual horsepower in the room."

– FILE PHOTO –

Foundation president Howard Pawley

The keynote address will be given by Sheldon Krimsky, a professor of urban and environmental policy and planning at Tufts University and a fellow of the American Association for the Advancement of Science. Krimsky's address on "Academic Integrity in the Public Interest" will open the conference.

"Krimsky's critique of conflict of interest in sponsored research provides a logical starting point for a conference on academic integrity," commented CAUT executive director James Turk, who also serves as secretary to the foundation.

Turk said conference organizers were especially concerned by the mounting evidence of industry groups and governments on both sides of the Canada-U.S. border influencing the discourse on science and event plans include a plenary session on the manipulation of science by specific industries (Big Tobacco, Big Pharma and Big Oil) and another dealing with inappropriate pressures emanating from governmental bodies and agencies.

The conference will take place from 2 to 4 Nov. 2007 at the Fairmont Chateau Laurier hotel in Ottawa. For further information on the conference program, contact Marcus Harvey (e-mail: harvey@caut.ca; tel.: 613-820-2270). ■

*Free Speech in Fearful Times*, a collection of essays based on the foundation's October 2005 conference, is now available (see ad on the back page of this issue).

Version française à la page A6.

# Sondage : les Canadiens veulent un mécanisme de financement ciblé pour l'éducation postsecondaire

UNE nette majorité de Canadiens veulent que tout nouveau financement fédéral pour l'éducation postsecondaire soit consacré à la réduction des droits de scolarité, révèle un sondage réalisé pour le compte de l'ACPPU et de la Fédération canadienne des étudiantes et étudiants.

Cinquante-trois pour cent des répondants au sondage estiment que les nouveaux crédits affectés aux universités et aux collèges dans le dernier budget fédéral devraient servir en priorité à abaisser les frais de scolarité. Pour 17 % des personnes interrogées, la priorité doit être mise sur l'embauche d'effectifs supplémentaires, pour 13 %, sur la création de nouvelles places pour les étudiants, et pour 12 %, sur l'augmentation du financement de la recherche.

« Ces constatations indiquent que le coût élevé des études universitaires et collégiales demeure la principale préoccupation des Canadiens en matière d'éducation postsecondaire », fait observer le président de l'ACPPU, Greg Allain.

Quarante-deux pour cent des répondants croient que le meilleur moyen de rendre les études collégiales ou universitaires plus abordables est de réduire les frais pour tous les étudiants, tandis que 32 % favorisent la création de bourses initiales non remboursables destinées aux étudiants en difficulté et que 23 % préconisent un relèvement des plafonds des prêts étudiants remboursables.

M. Allain est surpris de constater dans les résultats du sondage que 39 % des Canadiens sont d'avis que l'éducation devrait être gratuite dans les universités et les collèges comme elle l'est dans les écoles publiques. Dans la région de l'Atlantique, près de la moitié des répondants sont favorables à la suppression des frais de scolarité.

« Le fait qu'un diplôme d'études postsecondaires devienne aujourd'hui aussi important que ne l'était un diplôme d'études secondaires pour la génération précédente explique peut-être pourquoi il apparaît de moins en moins justifié, aux yeux des Canadiens, qu'une personne doive payer ses études de sa poche », fait valoir M. Allain.

Et les Canadiens, ajoute-t-il, sont favorables à la réduction des droits de scolarité même s'il leur faut pour cela renoncer à des réductions d'impôt. Près de 60 % d'entre eux seraient disposés à se passer de la prochaine réduction prévue de la TPS si l'argent en jeu servait à abaisser les droits de scolarité.

Il ressort également du sondage que les Canadiens sont dans l'ensemble satisfaits de la qualité de l'enseignement des établissements postsecondaires. Cinquante pour cent d'entre eux accordent une cote élevée ou très élevée aux universités et aux collèges canadiens, tandis qu'à peine 20 % les jugent insatisfaisants.

« Les Canadiens croient fermement que nos universités et collèges, de même que les membres de leur personnel, accomplissent un bon travail », souligne M. Allain

Sur le plan politique, le sondage ACPPU/FCEE relève peu de changements, depuis les dernières élections fédérales, dans les pourcentages d'appui aux différents partis. Dans l'ensemble, les Conservateurs au pouvoir récoltent le soutien de 34 % des électeurs canadiens décidés ou favorables, tandis que les Libéraux recueillent 28 % des voix, que le NPD suscite l'appui de 16 % et que le Parti Vert se maintient à 12 %.

Au Québec, le Bloc Québécois arrive en tête de ligne avec 33 % de l'appui populaire, suivi des Conservateurs et des Libéraux presque à égalité avec environ 21 %. Dans le reste du Canada, les Conservateurs obtiennent l'appui de 38 % des électeurs, soit huit points d'avance sur les Libéraux qui arrivent au deuxième rang.

« Il est clair qu'aucun parti n'est en position de former un gouvernement majoritaire », signale M. Allain. « C'est pourquoi nous devons saisir l'occasion qui nous est donnée de faire pression sur tous les partis pour qu'ils placent l'éducation postsecondaire au rang des priorités au cours de la présente législature. » ■

Le sondage téléphonique a été réalisé par le Centre de recherche Décima, du 5 au 15 avril dernier, auprès de 2 000 adultes. Les résultats sont généralement exacts à 2,2 points de pourcentage près, 19 fois sur 20.

English on page A5.

# Newfoundland & Labrador Budget Leads the Way

NEWFOUNDLAND and Labrador's April 26 budget announced nearly $30 million more in operating funds for Memorial University and the College of the North Atlantic, $3.25 million of additional investment in university research, more than $20 million for various research and innovation projects throughout the province, and granting Sir Wilfred Grenfell College full university status.

Last month's budget also contained an extension of a freeze on tuition fees at Memorial University and the College of the North Atlantic coupled with the reinstatement of provincial grants to students in need of financial assistance, effective for 2007.

"Students applaud the government's impressive efforts to improve the affordability of post-secondary education," said Jessica Magalios, the provincial chair of the Canadian Federation of Students. "Newfoundland and Labrador is quickly becoming the best place to study in Canada."

Magalios said implementing a needs-based grant system to reduce student debt was among key demands raised by students during this year's day of action.

In addition, students were given a reduction in the interest rate charged on provincial student loans, from prime plus 2.5 per cent to prime. ■

Version française à la page A8.

# Alberta Budget: Kitty Bare on Research Funding

ALBERTA Premier Ed Stelmach's first provincial budget, unveiled April 19, provides massive cash infusions for public infrastructure spending, but offers only minor support to improve the affordability of post-secondary education and no new money for university research.

While the budget transfers $117 million more to post-secondary operational funding, $22 million of this grant is part of an agreement with institutions to limit tuition fee increases to the cost of inflation, which sits around 5 per cent. However, with the end of the province's novel two-year centennial tuition rebate that allowed institutions to implement variable tuition fee increases with the government covering the increases, students will actually be seeing a sharp hike in fees for the 2007–2008 academic year.

The budget also allocates significant expenditures for the province's Registered Education Savings Plan, with funding for the program — which largely benefits middle and upper income families — increasing by $20 million.

Other student measures include a $25 million increase in financial assistance to expand loan limits, and a 26 per cent hike in the education tax credit, from $475 to $600 per month for full-time students, and from $143 to $180 per month for part-time students. ■

Version française à la page A8.

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## CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community. The award is given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is **June 15, 2007.**

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service, and also include documentation that would help the jury in its decision making.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the fall Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a $1,000 honorarium with the award.

Please send nominations by mail, fax or email to:
**CAUT DISTINGUISHED ACADEMIC AWARD**
**Canadian Association of University Teachers**
**2705 Queensview Drive, Ottawa, Ontario K2B 8K2**
*Fax: (613) 820-7244; Email: acppu@caut.ca*

## PRIX DE L'ACPPU POUR services émérites

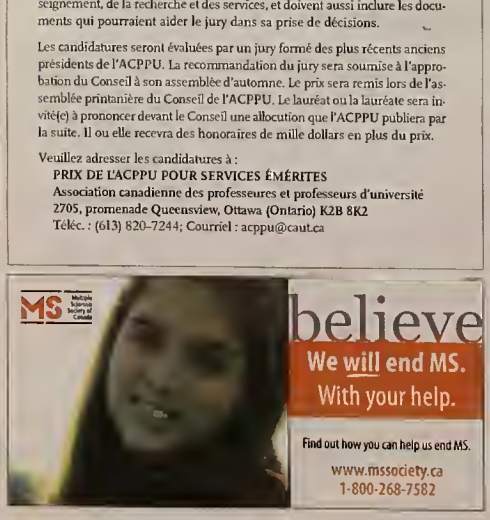
Le prix de l'ACPPU pour services émérites souligne le travail d'un membre du personnel académique qui a excellé dans chacun des trois principaux aspects de la vie universitaire ou collégiale : l'enseignement, la recherche et les services à l'établissement et à la communauté. Le lauréat ou la lauréate sera une personne qui, par ses enseignement, recherche et services, aura contribué de façon marquée à la vie de ses étudiants, de son établissement, de son domaine d'étude et de la communauté.

Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le **15 juin 2007.**

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services, et doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions.

Les candidatures seront évaluées par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne. Le prix sera remis lors de l'assemblée printanière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

Veuillez adresser les candidatures à :
**PRIX DE L'ACPPU POUR SERVICES ÉMÉRITES**
**Association canadienne des professeures et professeurs d'université**
**2705, promenade Queensview, Ottawa (Ontario) K2B 8K2**
Téléc. : (613) 820-7244; Courriel : acppu@caut.ca




# NEWS ACTUALITÉS

Budgets provinciaux

## Terre-Neuve-et-Labrador donne le ton pendant que l'Alberta se montre avare

TERRE-NEUVE-ET-LABRADOR

Le budget déposé le 26 avril par le gouvernement de Terre-Neuve-et-Labrador octroie près de 30 millions de dollars supplémentaires en subventions de fonctionnement à l'Université Memorial et au Collège de l'Atlantique Nord; il affecte 3,25 millions de dollars supplémentaires à la recherche universitaire et plus de 20 millions de dollars à divers projets de recherche et d'innovation dans l'ensemble de la province; et il confère au Collège Sir Wilfred Grenfell le statut d'université à part entière.

Le budget prévoit un gel prolongé des frais de scolarité à l'Université Memorial et au Collège de l'Atlantique Nord ainsi que le rétablissement, à compter de 2007, du programme provincial de bourses à l'intention des étudiants dans le besoin.

« Les étudiants se félicitent des efforts impressionnants déployés par le gouvernement pour rendre l'éducation postsecondaire plus abordable », a déclaré Jessica Magalios, présidente provinciale de la Fédération canadienne des étudiantes et étudiants. « Terre-Neuve-et-Labrador est en train de devenir rapidement la meilleure place pour poursuivre des études au Canada. »

Selon Mme Magalios, la mise en oeuvre d'un programme de bourses accordées en fonction des besoins dans le but de réduire la dette étudiante compte parmi les principales revendications formulées par les étudiants lors de la journée d'action de cette année.

D'autre part, les étudiants bénéficieront d'une réduction du taux d'intérêt sur les prêts d'études provinciaux, qui passe du taux préférentiel plus 2,5 % au simple taux préférentiel.

ALBERTA

Le premier budget provincial du premier ministre albertain Ed Stelmach, présenté le 19 avril, prévoit une injection massive de capitaux dans le développement des infrastructures publiques, mais il n'apporte qu'une aide minime pour améliorer l'abordabilité des études postsecondaires et ne dégage aucun argent neuf pour la recherche universitaire.

Les subventions de fonctionnement aux établissements postsecondaires seront certes majorées de 117 millions de dollars, mais, de ce montant, 22 millions de dollars sont octroyés aux termes d'une entente conclue avec les établissements afin de limiter les hausses des droits de scolarité au coût de l'inflation, qui s'établit à environ 5 %. Néanmoins, maintenant qu'a pris fin la réduction des frais de scolarité que le gouvernement de l'Alberta a accordée aux étudiants pendant deux ans en l'honneur du Centenaire de la province (les établissements ont pu ainsi imposer des hausses variables de droits de scolarité, avec à charge au gouvernement de couvrir ces augmentations), les étudiants devront faire face à une forte hausse des frais exigés pour l'année scolaire 2007-2008.

Le budget affecte également 20 millions de dollars supplémentaires au Régime enregistré d'épargne-études de la province, qui bénéficie dans une large mesure aux familles à revenu moyen ou supérieur.

Entre autres mesures d'aide aux étudiants, le budget prévoit une augmentation de 25 millions de dollars visant à hausser les limites des prêts consentis ainsi qu'une majoration de 26 % du crédit d'impôt pour les études postsecondaires, qui passe de 475 $ à 600 $ par mois pour les étudiants à temps plein et de 143 $ à 180 $ par mois pour les étudiants à temps partiel. ■

English on page A7.

## Vie privée et liberté académique mises en péril à l'Université Lakehead

☞ Suite de la PAGE A1

M. Puk signale que tous les utilisateurs du nouveau système de courriel de Lakehead doivent, en plus de se conformer aux modalités de l'université, accepter les « conditions d'utilisation » de Google en vertu desquelles ce fournisseur peut « surveiller, modifier et communiquer vos informations personnelles, y compris le contenu de vos courriels, en cas de demande d'une autorité publique compétente ».

« Parce que Google est une société américaine, tous les renseignements auxquels elle a accès pourraient faire l'objet d'une enquête en vertu du *USA PATRIOT Act*, et il lui serait interdit par la loi de révéler à qui que ce soit quels renseignements ont dû être communiqués », fait observer le directeur général de l'ACPPU, James Turk. « Compte tenu des accords de partage de l'information qui existent entre les services de renseignements canadiens et américains, les organismes canadiens pourraient obtenir de leurs homologues américains des courriels et des documents qu'ils ne pourraient pas obtenir par des voies légales au Canada. »

Dans ses conditions d'utilisation, Google prévoit également que « les informations à caractère personnel collectées par Gongle peuvent être conservées aux États-Unis d'Amérique ou dans tout autre pays dans lequel Google Inc. ou ses agents disposent d'installations... [et que] vous consentez à de tels transferts de données hors de votre pays ».

PHOTO: PETER PUNA LIU PHOTOGRAPHY

Les services de courriel impartis à Google par l'Université Lakehead suscitent des craintes autour du respect de la vie privée.

Par ailleurs, « Google peut, à tout moment et pour tout motif, résilier le Service, résilier le présent Accord, ou suspendre ou résilier votre compte ». Dans un tel cas, « vous n'aurez pas accès à votre compte ni à aucun fichier ou autre contenu présent sur votre compte, bien que des copies résiduelles d'informations puissent subsister dans notre système ».

Finalement, les utilisateurs qui envisageraient de contester les actions de Google n'auraient droit qu'au seul recours clairement énoncé dans les conditions de la société : « Toute demande, procédure judiciaire ou litige né du Service ou lié à celui-ci sera de la compétence exclusive des juridictions du Comté de Santa Clara, Californie, et vous acceptez la compétence exclusive de ces juridictions. »

« Face aux règles appliquées par l'université et par Google, comment les membres du personnel académique peuvent-ils se sentir libres d'échanger sur des questions délicates dans le cadre de leurs activités savantes? », s'interroge M. Turk, en notant que la liberté académique serait mise en péril dans de telles conditions « susceptibles de freiner le libre partage des idées et des informations qui est essentiel aux échanges intellectuels entre collègues et avec les étudiants ». ■

# NEWS ACTUALITÉS

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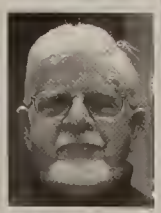

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Kent Weaver (Toronto)
Président, Bibliothécaires

Chair, Women
Katy Haralampides (UNB)
Présidente, Femmes

CAUT's president and executive director are ex officio members of all CAUT standing committees.

Le président et le directeur général de l'ACPPU sont membres d'office de tous les comités permanents de l'ACPPU.

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Meg Raven (Mount Saint Vincent)
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Paddy Musson (OPSEU-Fanshawe)
Katherine Side (Mount Saint Vincent)
Caterina Reitano (Manitoba)
Jennifer Chan (UBC)
Cheryl Suzack (Victoria)

The first person listed above for each standing committee is the committee chair.
Pour chaque comité permanent, la personne en tête de liste est celle qui le préside.

British Columbia

# Appeals Court Rules against Academic Staff Rights

THE University of British Columbia Faculty Association suffered a setback last month at the B.C. Court of Appeal, following a string of legal victories in a long-running promotion battle.

In a surprising ruling, the court rejected an arbitrator's decision to reverse then-UBC president Martha Piper's refusal to recommend dentistry professor Lance Rucker for full professorship – a promotion backed by the department head, the dean of dentistry and the senior appointments committee at UBC. The arbitrator's decision had twice been upheld by the provincial Labour Relations Board and the B.C. Supreme Court.

Under the province's University Act, a university's board of governors requires the recommendation of the president to promote a member of the teaching staff. In Rucker's case, Piper refused to honour the consensus for promotion among his peers, citing an insufficient publication record.

The faculty association filed a grievance, alleging Piper had, among other things, acted unreasonably in ignoring Rucker's extraordinary career achievements, including international renown for ground-breaking innovation in the ergonomics of dental surgery.

The arbitrator agreed, noting Piper had overlooked the collective agreement's stipulation that distinguished performance in the professional fields is also a criterion for promotion. Having found the president's decision unreasonable, the arbitrator reversed it under Article 13.07(c) of the collective agreement, ordering Rucker's recommendation for promotion should be sent to the board of governors.

The UBC administration challenged this decision, but it was upheld by the labour board and the courts on judicial review until it reached the appeal court.

On appeal, one of the issues was the appropriate "standard of review" by which a court judges the merits of an arbitrator's decision. Because courts lack experience with labour relations, they are required to defer to the expertise of arbitrators or labour boards and can set aside a decision only if it is "patently unreasonable."

An exception to this rule occurs if arbitrators are required to move outside their area of expertise (the collective agreement and labour relations) and interpret and apply an "external statute." In these instances, the degree of judicial oversight increases and the court applies a "correctness" standard, giving it much greater leeway to overturn an arbitrator's decision.

In the Rucker case, the appeal court held that the arbitrator incorrectly interpreted an "external statute" – the University Act. According to the court, the act gives the president unconstrained authority to recommend promotion that the collective agreement could not restrict. Given this, the court showed no deference and found the only correct arbitral remedy – one which did not entail conflict with provisions of the University Act – was to send Piper's decision back to the president for reconsideration.

In doing so, the court ignored the collective agreement whose language stipulates that flaws in promotion cases arising from procedural error are to be remitted for reconsideration, but unreasonable decisions are to be reversed.

The association's argument that the arbitrator appropriately harmonized the University Act and the collective agreement was rejected by the majority of the appeal court panel.

In a strongly-worded dissent, Justice Peter Lowry found the outcome of a "reversal" of a president's decision not to promote is to substitute a recommendation for promotion.

"I do not see how, on any proper reconsideration of her decision, the president could decide other than to recommend Dr. Rucker's promotion. Remitting the matter to her would not appear to serve any practical purpose," Lowry wrote.

CAUT president Greg Allain said the case has serious national implications. "The judgement inhibits full arbitral review of decisions dealing with promotion, tenure and discipline – a power of review that both the administration and the association have agreed to," he said. "The appeal court has undermined the ability of academic staff to collectively determine standards for promotion and ensure university administrations apply those standards in a reasonable fashion."

The faculty association is now seeking leave to appeal to the Supreme Court of Canada. ■


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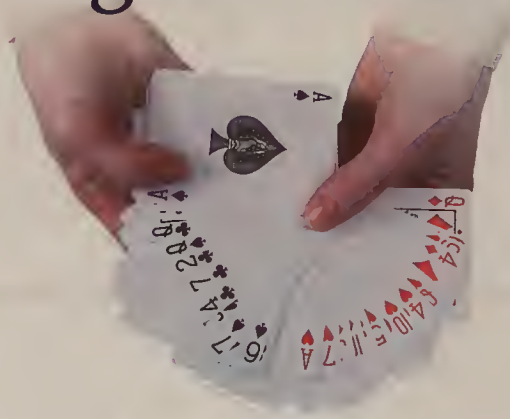
## Answer to Homework!

From page A3. The length of the fence is 13 furlongs. Let $x$ be the length of the fence. Call the field whose parallel sides have lengths 17 and $x$, the upper field, and the other field the lower field. For each field, the distance between the parallel sides is its width. Recall that the area of a trapezoid is the product of its width and the average of the parallel sides. Since the upper and lower fields have the same area, their widths are in the ratio $(x + 7):(17 + x)$. We calculate the ratio of these widths in another way. We can think of the trapezoid as being comprised of a parallelogram and a triangle of base $17 - 7 = 10$, with the fence intersecting the triangle having a segment of length $x - 7$. The ratio of the widths of the upper and lower fields is then $(17 - x):(x - 7)$. Equating these two ratio yields $(x + 7)(x - 7) = (17 + x)(17 - x)$, from which $x = 13$.

BRAIN TEASER, #9 IN A SERIES

# The magic of a great lesson



A University of Windsor professor uses a simple and elegant "magic" trick to demonstrate to her research students that things are not necessarily as they appear and that they must learn to look beyond "face values."

She begins by claiming a telepathic ability and asks for a student volunteer. She gives the student a deck of cards, held face down, and announces that the cards have been pre-sorted into a specific pattern of red and black which she will telepathically communicate to the volunteer. The aces have been removed from the deck; two of them, one red and one black, sit face up on the table. The other two are set aside.

The volunteer is asked to place the cards, without looking at them, on either the red ace or the black, depending on the "telepathic cues" received from the prof. The student starts off carefully but, as skepticism takes over, the prof intervenes and asks if another volunteer would like to try. She marks the two piles using the other aces, in order to separate the two students' efforts.

When it's all done, the prof flips over the piles and shows the results. Everyone is amazed to see that both volunteers have been 100% accurate in their random choices and are challenged to puzzle beyond the prof's improbable claim of telepathy. So how does the prof achieve the illusion (and register the valuable lesson) when, as she says, she "hasn't even touched the cards" throughout the trick?

* * * *

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# NEWS

## What a Difference 12 Years Make

☞ From PAGE A3

mittee and give CAUT a chance to negotiate a remedy to any problem found before (or instead of) publicly releasing the report. At present, CAUT is awaiting reports from two ad hoc committees. The three most recent reports of cases investigated by these committees were on Eileen Hogan (Acadia) and Laurent Leduc (Toronto), both published in 2006, and George Nader (Trent), published in last month's *Bulletin*.

Of course, increased reliance on committees of inquiry brought about a change in the mandate of our Academic Freedom and Tenure Committee, which no longer investigates denial of academic freedom in individual cases as before. In its present form, policymaking is a central focus and in that capacity the committee has produced a number of policy statements, model clauses and discussion papers.

The lessons from the Olivieri case also led to the creation in 2001 of the Academic Freedom Fund, a "catastrophic insurance" plan to ensure that no local association will ever have to abandon an academic freedom case because of costs. The initial goal was to raise $1 million for the fund. Local associations across Canada have contributed very generously, and as of last month about $840,000 has been donated or pledged. The fund has recently provided $250,000 to our member associations at the University of British Columbia, the University of Regina and Laurentian University to assist with particularly long and costly struggles to protect members, so the fund is down to about $600,000.

In this context, I'd like to ask associations that have not donated to seriously consider doing so and those that have already donated to think about giving again, either in a lump sum or on an annual basis. If this sounds like a sales pitch, it is one! Academic freedom is the cornerstone of our profession, and both our member associations and CAUT are committed to defending it energetically. Of course there is a cost to this. But keep in mind, as the ads would say, you could be the next victim…

Another instrument that was created to promote awareness around academic freedom issues is the Harry Crowe Foundation, set up in 2003 to support education and research initiatives in this area. It is a registered charity that can give individual donors official income tax receipts for financial support of its work. Its first major enterprise was a highly successful 2005 conference on "Academic Freedom Post-9/11," which attracted participants from across the country and around the world. Articles based on presentations at the conference were published last month in the CAUT series as *Free Speech in Fearful Times: After 9/11 in Canada, the U.S., Australia and Europe*, edited by CAUT executive director James Turk and Allan Manson of Queen's University. Another foundation conference on protecting the integrity of academic work is planned for this fall (see page A7).

Academic freedom is essential today to post-secondary education and to all of us in the work we do every day in teaching, research and service. CAUT is playing a more proactive role than ever before in this key area, spurred on by the many serious cases arising over the past decade, and in particular, those of our colleagues in medical schools.

CAUT has also expanded its operations and services in many other areas since 1994, with the introduction of new courses and workshops, the addition of new publications, enhanced communication activities, a growing emphasis on occupational health and safety, increased legal staff, and through membership in a number of progressive coalitions, creating new awards to recognize outstanding contributions in specific areas and developing a strong presence on the international scene. More on this in my June column! ■

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# MOVING FORWARD

Academic librarians face a myriad of workplace challenges. Collective bargaining is an effective way to resolve them. From basic conditions of employment (salary and benefits) to workload, research leave, teaching responsibilities and academic freedom, librarians can use collective bargaining to shape the rules governing their working lives.

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Conference agenda and registration forms

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Canadian Association of University Teachers

# CAREERS
# CARRIÈRES

SECTION B

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## A

■ **AEROSPACE ENGINEERING — University of Toronto Institute for Aerospace Studies.** The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for a tenure-track position at the level of Assistant Professor in aerospace engineering. The appointment will begin after September 1, 2007. We seek applicants whose primary area of research is related to aeronautics, preferably applicable to reducing the environmental impact of aviation. Applicants with a background in experimental aerodynamics or fluid dynamics are particularly encouraged to apply. Applicants in other areas will also be considered; the selection will be based primarily on the applicant's potential for excellence in research and teaching. Applicants must have a doctoral degree, typically from an aerospace or mechanical engineering department, and a strong commitment to both teaching and research. The successful candidate is expected to establish and lead a dynamic research program, supervise graduate students, and teach undergraduate and postgraduate courses. Salary is commensurate with qualifications and experience. For information about UTIAS, please see our web site (www.utias.utoronto.ca). Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) examples of publications and material relevant to teaching experience. Applicants are also asked to provide the names and contact information (mailing address, telephone, fax, and email) of five referees who are able to comment on the applicant's experience and ability in teaching and research. Applications should be sent to Professor D.W. Zingg, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada, M3H 5T6; by May 31, 2007. Applications will be accepted until the position is filled. The University of Toronto is located in Toronto, a large multicultural city offering many cultural, professional, and research opportunities. The student body at the University reflects the diversity of the city. The breadth of the University provides numerous opportunities for interdisciplinary collaborative research. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University is also responsive to the needs of dual career couples. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ANATOMIC PATHOLOGY — McGill University.** The Department of Pathology of McGill University, the McGill University Health Centre (MUHC) and affiliated hospitals invite applications for full-time staff positions in Anatomic Pathology. The positions are open to junior and experienced academic pathologists. The successful candidates will participate in general diagnostic work and the teaching of medical students and residents. Established expertise or willingness to develop expertise in one or more sub-specialty areas including, among others, Gynecological, Gastrointestinal, Renal and Dermatopathology is desired. Opportunity for collaborative or independent research is available and encouraged. Candidates should be certified in Anatomic Pathology by the Royal College of Physicians and Surgeons of Canada and/or the American Board of Pathology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment. Candidates would benefit from a working knowledge of both official languages, i.e., English and French. Please send letter of application, recent curriculum vitae and names and coordinates of at least 3 referees to: Dr. David G. Haegert, Professor and Chair, Department of Pathology, McGill University, 3775 University St., Room B6, Montreal, QC, H3A 2B4, Canada; Tel: (514) 398-7192 Ext. 00515; Fax: (514) 398-3465; Email: laura.florita@mcgill.ca

■ **ANTHROPOLOGY — University of Waterloo.** The Department of Anthropology, University of Waterloo, invites applications for a tenure-track position at the Assistant or Associate Professor level in Anthropology. The successful candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and has just begun a joint MA program in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical anthropology, or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Anne Zaller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology can be found at http://anthropology.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

## B

■ **BUSINESS — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications for two one-year limited term positions in the OIS area, commencing July 1, 2007. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml

■ **BUSINESS & LAW — University of Victoria.** The Faculties of Business and Law at the University of Victoria are seeking a highly qualified and dynamic individual to hold the newly created, endowed, tenure-track, National Chair in Aboriginal Economic Development for a term of five or more years. The joint appointment will normally be at the Associate or Full Professor level and will commence at a mutually agreeable date. The Chair will serve as a catalyst for Aboriginal economic development in accordance with Aboriginal aspirations and practical goals by generating applied research, consolidating knowledge and best practices and promoting innovation, facilitating and brokering partnerships, and delivering relevant educational programming. A detailed description of the Chair and its activities may be found at http://www.business.uvic.ca/ or http://www.law.uvic.ca/. The successful candidate will hold a graduate degree in Business and/or Law (or their equivalent) and will have a deep understanding of Aboriginal cultural values and broad experience dealing with issues relating to Aboriginal economic development, an exceptional record of research, and a demonstrated ability to work with Aboriginal communities. Capacity to speak an Aboriginal language would be an asset. Applications, including a covering letter, resume, and names of (and contact information for) at least three references should be submitted no later than May 8, 2007. Please forward applications by mail (or by email followed by ordinary mail) to: Rosemary Garton, Faculty of Law, University of Victoria, P.O. Box 2400, Stn CSC, Victoria, B.C., V8W 3H7, email: rgarton@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **BUSINESS & SOCIETY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for two (2) Contractual Limited Appointments at the Assistant Professor level in the critical interdisciplinary field of Business and Society. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

## C

■ **CANADIAN HEALTH POLICY — University of Western Ontario.** The Faculty of Health Sciences and the Schulich School of Medicine & Dentistry invite applications for a joint faculty position in the area of Canadian Health Policy. The successful candidate will be appointed at the rank of Assistant or Associate Professor and the appointment will be either a tenure-track or a tenured position, depending on qualifications and experience. Applicants must possess a PhD degree in a related field, and demonstrate the ability to advance research and practice in this exciting area. At the Assistant level, candidates will be recognized scholars with demonstrable potential for independent and collaborative research. At the Associate level, candidates should be internationally recognized scholars with demonstrated excellence in both research and teaching. Within each Faculty, the candidate's home department will be the unit most compatible with the candidate's research interests. The successful candidate will be expected to develop

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Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

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The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom of institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisent un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU BULLETIN

# CAREERS CARRIÈRES

and deliver new courses in the Canadian Health Policy area, attract and supervise graduate students, and compete effectively for peer-adjudicated research grants. Knowledge transfer with both Provincial and National policy-makers is also seen as a key component of the position. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, known as the "Forest City" with a population of 385,000. London (www.london.ca) is also a major academic health sciences centre. The area of Canadian Health Policy is a strategic priority of both the Faculty of Health Sciences (www.uwo.ca/fhs) and the Schulich School of Medicine & Dentistry (www.med.uwo.ca). The member is also expected to be actively involved with the campus Health Policy Initiative, a group that involves 85 professors drawn from seven different Faculties at The University of Western Ontario. The focus of the position will be on Canadian Health Policy. The position has been designed to complement existing campus strengths in this area as well as those in the International Health Policy field. Our academic units envision an integrated system of health care in Southwestern Ontario that respect the contribution of each of four sectors: public/population health, primary health care, home care and hospital care. The successful candidate's teaching and research programs will investigate how to transcend the boundaries between sectors especially those for vulnerable populations (e.g., low income families, children and youth, older persons with chronic and mental disease) who are cared for across sectors. The position will create a platform for research excellence, knowledge translation and graduate student preparation. The effective date of appointment is July 1, 2007. Applications are invited immediately and the position will be open until it is filled. Please send a detailed curriculum vitae, a statement of research objectives, and the names of three academic references to: Dr. Jim Weese, Dean, Faculty of Health Sciences, Room 2001, Arthur and Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9; www.uwo.ca/fhs/. The deadline for receipt of applications is May 25, 2007. Please quote number HS 079 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CHEMICAL ENGINEERING — McMaster University.** The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position at the Assistant Professor rank in the area of bioengineering. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to the application of chemical engineering principles to bioengineering. These include, but are not restricted to: bioprocessing (reactions and separations), biomaterials, and tissue engineering. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The position offers the opportunity to interact with our biomaterials research group, which has strong collaborations with the faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, and especially with the McMaster School of Biomedical Engineering. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

■ **CHEMICAL ENGINEERING — McMaster University.** The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position at open rank in the area of process systems engineering. The position is available from July 1, 2008. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to process systems engineering: process modeling and optimization, process monitoring and process control. We are also interested in candidates with a strong research publication record in one of the emerging process systems areas, such as systems biology, multiscale modeling etc. The successful candidate will be able to participate in the McMaster Advanced Control Consortium with the existing faculty and 20 member companies. The successful candidate will also be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration or eligibility for registration, by the Professional Engineers of Ontario, will be considered an asset. Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The Faculty of Engineering at the University of Windsor is seeking to nominate a candidate for the Natural Science and Engineering Research Council (NSERC) University Faculty Award. We are seeking a candidate for a tenure-track position in the Department of Civil and Environmental Engineering program in the areas of Infrastructure Asset Integrity and Management at the rank of Assistant Professor commencing May 1, 2008. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Jerold Lalman, Acting Head, Civil and Environmental Engineering, University of Windsor, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000 Ext. 2550; Fax: (519) 971-3686; E-mail: lalman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

## D

■ **DENTISTRY — University of Alberta.** The Department of Dentistry at the University of Alberta invites applications for a full-time, tenure-track faculty position in Oral and Maxillofacial Surgery. Applicants should possess a Doctor of Dental Surgery degree or equivalent, and have completed an advanced specialty education program in Oral and Maxillofacial Surgery. Those applicants in possession of an advanced degree (MSc or PhD) will be preferred. Evidence of high quality research accomplishments is desirable. The successful applicant will be responsible to the administration of the undergraduate Oral and Maxillofacial Surgery program and will include teaching undergraduate DDS students in clinic and lecture settings. Participation in Departmental and Faculty Committees and outreach programs, and liaising with the Hospital Dental Clinic will be required. Some teaching to support the graduate programs will also be expected. Opportunities are available for intramural or extramural private practice. Rank and salary will be commensurate with background and experience. The anticipated start date for this position is July 1, 2007. Details about the University of Alberta, the Faculty of Medicine and Dentistry and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca. Interested candidates should submit an up-to-date curriculum vitae outlining their current clinical and research interests and a statement of future goals. Three reference letters should also be forwarded. The competition will remain open until the position is filled. Interested individuals are asked to submit their material to: Dr. Douglas N Dedeich, Acting Chair, Department of Dentistry, Faculty of Medicine and Dentistry, 3036 Dentistry/Pharmacy Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **DENTISTRY — Dalhousie University.** The Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, is seeking applications for a full-time, tenure track faculty position at the rank of Assistant, Associate or Full Professor, in the Division of Prosthodontics in the Department of Dental Clinical Sciences. Qualified candidates may be considered for an immediate tenure track position and the position at Division Head. Responsibilities will include didactic and clinical teaching in all aspects of prosthodontics including fixed, removable, implants and occlusion; collaborative research, continuing education presentations, and administrative duties. The Division collaborates in teaching and research with other Divisions, Departments in the Faculty, including the School of Biomedical Engineering, with other Faculties, and Universities. Academic rank will be based on the successful candidate's qualifications, experience, and achievements. Candidates who have completed a master's degree from an accredited specialty programme in prosthodontics or a multi-discipline residency programme that included prosthodontics, and have experience in dental practice, education, and research are preferred. Salary and rank will be commensurate with qualifications and experience. The successful applicant must be eligible for licensure in Nova Scotia. Private Practice privilege is integrated with the appointment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The Uni-


RYERSON UNIVERSITY

concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More then 80 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

**TENURE-TRACK FACULTY POSITION IN ENVIRONMENTAL MANAGEMENT SYSTEMS**

**Department of Mechanical and Industrial Engineering**

The Department of Mechanical and Industrial Engineering offers four-year accredited programs leading to Bachelor of Engineering (B.Eng.) degrees in Industrial Engineering and Mechanical Engineering. The Department offers graduate programs leading to Doctor of Philosophy (PhD), Master of Applied Science (M.A.Sc.), and Master of Engineering (M.Eng.) degrees in Mechanical Engineering. Additional information about the Department can be found at www.mie.ryerson.ca

Faculty of Engineering, Architecture and Science

Ryerson's 26 graduate programs are leaders in advanced, focused study, research and creative activities. Among them is the master's program in Environmental Applied Science and Management. Ryerson is unique in offering this multidisciplinary two-year M.A.Sc. degree that integrates environmental applied science, environmental management and decision-making. The graduate program includes almost thirty faculty members in disciplines widely dispersed across Ryerson's campus: Civil, Chemical, Industrial and Mechanical Engineering, Chemistry and Biology, Geographic Analysis, Economics, Philosophy, Urban and Regional Planning, and Occupational and Public Health. Students and faculty in the program are engaged in research in both environmental applied science and management areas. A substantial research focus in Environmental Management Systems is the objective of this appointment. For further information about the graduate program in Environmental Applied Science and Management, consult www.ryerson.ca/gradstudies/ensciman

The Department invites applications for a tenure-track faculty position (rank open) in the field of Environmental Management Systems (EMS), effective August 1, 2007. The successful applicant's responsibilities include teaching and supervising in the undergraduate and graduate Industrial Engineering programs, while teaching and supervising in the Environmental Applied Science and Management graduate program. The successful candidate will have expertise in the EMS field, with a research interest in one or more areas of study in EMS, such as ISO 14001 systems, pollution prevention, environmental auditing, life-cycle analysis, and environmental performance and compliance. An interest in the impact of environmental management on corporate environmental responsibility would also be welcomed. Applicants must have a PhD degree in a related field and demonstrated excellence in teaching and research. Registration, or eligibility for registration, as a Professional Engineer in Ontario is an asset. For information about the role and responsibilities of the position in the Environmental Applied Science and Management graduate program, applicants may contact Dr. Ronald Pushchak, Director, Graduate Program, at pushchak@ryerson.ca

Applications, including a curriculum vitae, a statement of research and teaching interests, and the names of three references, should be sent, no later than May 10, 2007, to: Dr. Liping Fang, Professor and Chair, Department of Mechanical and Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5265. E-mail: lfang@ryerson.ca. Applications received after this date will continue to be considered until a suitable candidate is found. We thank all candidates for applying; however, only those selected for an interview will be contacted.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

ENGINEERING | ARCHITECTURE | SCIENCE

Canada Research Chair (Tier II)
Hybrid Powertrain Engineering

The University of Windsor's renowned Faculty of Engineering invites applications for a prestigious leadership position at the forefront of Canada's "green revolution."

As the NSERC Tier II Canada Research Chair in Hybrid Powertrain Engineering, you will join other Windsor-based Research Chairs, NSERC and AUTO21™ researchers in the new Centre for Engineering Innovation (scheduled to open in 2009/10). You will also play an active role in the establishment of our planned Multi-University Centre for Hybrid Powertrain Engineering Research. As a leader in the establishment of this multi-million dollar lab, you will help inspire and challenge a corps of up to 15 research professionals and our elite cohort of graduate and undergraduate engineering students.

The successful applicant will hold a doctorate with excellent research credentials in Mechanical or Electrical Engineering, or in a closely related discipline. Candidates are expected to be registered as Professional Engineers in Canada, and emerging scholars with potential for achieving international recognition within the next five to ten years.

*For a detailed position description, application procedures, and a statement of the University's commitment to equity and diversity, please visit www.uwindsor.ca/facultypositions*

UNIVERSITY OF WINDSOR

www.uwindsor.ca/facultypositions


Careers > AcademicWork.ca

# CAREERS CARRIÈRES

versity encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Dalhousie University is one of Canada's leading teaching and research universities, with four professional Faculties, a Faculty of Graduate Studies and a diverse complement of graduate programs. Collaborative and interactive research is encouraged, as is cooperation in teaching among the Faculties. We inspire students, faculty, staff, and graduates to make significant contributions to our region, Canada, and the world. Dalhousie University is located in Halifax, Nova Scotia; it is a vibrant capital city, and the business, academic, and medical centre for Canada's east coast. Review of applications will begin in May 2007. Applicants should submit a letter of application with Curriculum Vitae, up to three reprints of research publications, and three letters of reference, under separate cover, to: Dr. T. Boran, Chair, Search Committee, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

## E

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Electrical and Computer Engineering in the area of Biomedical, Nanotechnology, and Ubiquitous Computing at the rank of Assistant Professor commencing on September 1, 2007. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. M. Sid-Ahmed, Chair, ECE Appointments Committee, Office of the Dean of Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; Phone: (519) 253-3000, ext. 2570; Fax: (519) 971-3695; E-mail: ahmed@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 1-877-665-6608 (Toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at http://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING/QUANTUM COMPUTING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a P.Eng. with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ENGINEERING — Concordia University.** Faculty position in the area of Critical Thinking and Communication for Engineering: The General Studies Unit (GSU) within the Faculty of Engineering & Computer Science at Concordia University is responsible for providing the soft skill requirements to all engineering students in the Faculty. It offers courses in Critical thinking, Impacts of Tech-

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Schulich MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

## Faculty Position for Dental Clinician-Scientist

Schulich Dentistry at The University of Western Ontario is seeking an outstanding clinician-scientist (DDS or equivalent, PhD, and postgraduate specialist training) for a probationary or tenured appointment at the rank of Associate or Full Professor. The successful applicant will establish a vigorous translational research program, participate in the teaching and service activities of the appropriate Division of Dentistry, and take a leadership role in the planning of new postgraduate (dental specialty) programs. S/he will also be considered for cross-appointment in a basic science department within the Schulich School of Medicine & Dentistry.

Schulich Dentistry is responsible for a DDS program, qualifying program for foreign-trained dentists and postgraduate program in orthodontics. The development of new postgraduate programs is a priority. Major expansion of the Dental Sciences Building has been completed and comprehensive renovation of the main clinic is underway. Dentistry has a tradition of excellence in dental education, and has research strengths in mineralized tissue biology and dental biomaterials.

The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in the city of London (population 340,000) located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, art galleries, theatres, and a variety of music and sporting events.

Applicants should send 1) curriculum vitae, 2) reprints of selected publications, 3) brief statement of plans for future research and the development of a postgraduate program, and 4) names of three references to: **Dr. H.S. Sandhu, Acting Director, Dentistry, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1.**

Consideration of applicants will include an assessment of previous performance, qualifications (including qualifications which go beyond the requirements for the position) and experience. Applications will be accepted until the position is filled. Earliest start date is July 1, 2007.

For additional information, please see:
www.cihrskeletal.ca | www.uwo.ca | www.goodmovelondon.com

*Position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.*

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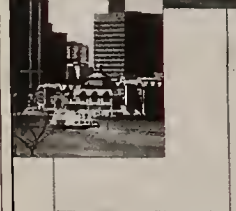
**SEIZE THE DEFINING RESEARCH CAREER OPPORTUNITY YOU'VE BEEN WORKING TOWARD**



Canadian Breast Cancer Foundation - Atlantic Chapter Endowed

## CHAIR IN BREAST CANCER RESEARCH

at Dalhousie University, Halifax

*An Endowment Fund of the QEII Heolth Sciences Centre Foundotion*

You are a PhD or MD Cancer Research/Clinician Scientist who has been working toward that defining moment in your career when you earn the opportunity to lead a Breast Cancer Research Program. This Canadian Breast Cancer Foundation – Atlantic Chapter Endowed Chair in Breast Cancer Research at Dalhousie University is the opportunity for which you have worked so hard.

The Chair is sponsored by the Canadian Breast Cancer Foundation – Atlantic Chapter in association with the QEII Health Sciences Centre in the Capital District Health Authority. Dalhousie University has been ranked by The Scientist magazine as the best place in the world, outside of the United States, to conduct a research career. You will join a growing, dynamic team of cancer researchers anchored by no less than six Dalhousie University Endowed Chairs in various areas of cancer research.

You possess an impressive record of excellence in bringing scientific discoveries and knowledge to bear on breast cancer patient problems. Upon your selection, you will hold a full-time appointment with a department appropriate to your discipline in the Faculty of Medicine at Dalhousie University.

You will have several areas of responsibility:

- You will provide the leadership and expertise to develop new understanding of breast cancer in molecular and/or clinical terms,
- You will provide the expertise to develop new drugs, technologies or strategies for the care and treatment of breast cancer patients;
- You will develop a personal program of research – an interest in metastases is an asset;
- You will also help to develop an expanding team of research associates and collaborators among staff and faculty in the Cancer Care Program at the QEII Health Sciences Centre;
- You will also provide strategic advice to the Canadian Breast Cancer Foundation – Atlantic Chapter (CBCF–AC);
- You will represent CBCF–AC at functions, speaking engagements and media events.

To apply, please send your CV and a brief outline of your five year research goals to the Chair of the Selection Committee, Dalhousie Cancer Research Program, Room 11-B2, Tupper Bldg, 5859 University Ave, Halifax, NS B3H 4H7. The closing date for receipt of application is October 5, 2007. Due to the collaborative nature of this initiative, an applicant's CV may be shared with other clinical and administrative leaders within the Dalhousie University community. Apply today, phenomenal opportunities like this are very rare.

CANADIAN BREAST CANCER FOUNDATION* FONDATION CANADIENNE DU CANCER DU SEIN* Atlantic/Atlantique

QEII FOUNDATION excellence · innovation · leadership

Capital Health

DALHOUSIE UNIVERSITY *Inspiring Minds*

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified people, persons with a disability, racially visible persons and women.

# CAREERS CARRIÈRES

nology, Technical Writing and Communication. The GSU invites applications for a tenure-track faculty position in the area of Critical Thinking and Communication for Engineering. Applicants must possess a PhD in Communication and ability to adapt and work with engineering professors in developing courses relevant to the needs of engineering, and conducting research. The candidate is expected to develop a strong externally funded research program. Strong commitments to the supervision of graduate students and to excellence in teaching at both the graduate and undergraduate levels are expected. The appointment will be made effective June 1st, 2007 or soon thereafter. Preference will be given to candidates who have proven skills in teaching and research. The ideal candidate will also have the ability to develop and teach course content in one or more of the following areas: interpersonal communication, communication for engineers and entrepreneurships, risk communication, public debate or rhetoric of science and technology. Knowledge of French is an asset. Applicants should send a curriculum vitae and a statement of philosophy of teaching, research and scholarly activity, along with the names of at least three referees to: Dr.T.Radhakrishnan, Professor and Acting Chair, GSU, Faculty of Engineering & Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Suite EV 6.235, Montreal, Quebec, Canada, H3G 1M8. You may send your application by email to: dlulenzo@gsu.concordia.ca. Applications will be accepted starting from March 20, 2007, until the position is filled. For further information about the Concordia University and the Faculty of Engineering and Computer Science: http://www.concordia.ca. Concordia University is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGINEERING – University of Prince Edward Island.** The Department of Engineering invites applications for a five (5) month sabbatical replacement term appointment in Engineering effective January 1, 2008. This position is subject to final budgetary approval. The successful applicant will be required to teach the equivalent of three undergraduate courses in Engineering. Applicants should submit a letter of application, curriculum vitae and evidence of teaching ability, including any available student evaluations. Applicants should have a minimum of a MSc in Engineering, though preference will be given to candidates with a PhD in Engineering. Candidates should be registered as a Professional Engineer or be eligible for registration as a Professional Engineer on Prince Edward Island. Professional Engineering experience is expected and will be an important consideration in the selection process. Applicants must arrange for three (3) letters of reference to be sent directly to the Department from the referees. The closing date for applications is May 31, 2007. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications should be forwarded to: Chair, Department of Engineering, University of Prince Edward Island, Charlottetown, PE, Canada, C1A 4P3; Telephone: (902) 566-0764; E-mail: rstanley@upei.ca; Fax: (902) 894-2829.

■ **ENVIRONMENTAL ENGINEERING – University of Alberta.** Applications are invited for tenure-track faculty positions in the area of Environmental Engineering. Applicants must have demonstrated expertise in one of the following areas: drinking water treatment, surface water quality modeling (strong background in fluid mechanics/dynamics, advanced modeling techniques such as GIS, artificial intelligence and remote sensing), or molecular biology (as applied to environmental engineering problems). Preference will be given to applicants at the Assistant or Associate Professor level. Successful candidates must have a strong research interest and are expected to develop a strong independent research program that will focus on key issues which exist in Alberta. The successful candidate is also expected to develop research collaborations through research projects with other researchers working in their area of expertise. With regard to teaching responsibilities, it is expected that the candidate will teach undergraduate and graduate courses in the area of Environmental Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The successful candidate must hold a doctoral degree in Environmental Engineering and have a demonstrated commitment to teaching and research at the university level. Environmental Engineering Program: The Environmental Engineering program has more than 80 undergraduate and 70 graduate students and eight full-time faculty members. The technical staff of the Environmental Engineering program comprises of three technicians who assist in teaching and research activities. The Department of Civil & Environmental Engineering is served by the new Natural Resources Engineering Facility with a total area of 30,000 square metres. For more information concerning the Environmental Engineering program, please visit the program homepage: http://www.engineering.ualberta.ca/environmental/. Application Procedure: Applicants should send curriculum vitae including employment history, citizenship status, statements concerning research and teaching interests, reprints of at least two representative research papers, and names and contact information for at least three referees to: Dr. J.J. Roger Cheng, Chair, Department of Civil and Environmental Engineering, University of Alberta, 3-133 Markin/CNRL Natural Resources Engineering Facility, Edmonton, Alberta, Canada, T6G 2W2 Email: roger.cheng@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ENVIRONMENTAL SCIENCE – Dalhousie University.** Position: Lecturer and Experiential Learning Coordinator, 37-month contract (June 1, 2008- June 30, 2011) Department/Location: Environmental Programmes, Faculty of Science The Lecturer and Experiential Learning Coordinator will be responsible for teaching three sections of ENVS 3200 (Introduction to Environmental Law), and ENVS 3220 (International Environmental Law for Scientists). Additionally, the Lecturer and Experiential Learning Coordinator will oversee the coordination of ENVS 3000.03 (Environmental Science Internship) and act as the primary coordinator and liaison for the Environmental Programmes Cooperative Education program. Further details on this position can be found at www.science.dal.ca. Applicants must posses an LLB (or equivalent). A minimum of three five years experience teaching related to environmental law at the university level is required. A thorough knowledge of Environmental Programmes at Dalhousie University is strongly preferred. Applicants should arrange for 2 letters of reference to be sent to the Director of Environmental Programmes to supplement their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Deadline for application: May 30, 2007. For more information, and to apply for the position please contact: Tarah Wright, Ph.D., Director of Environmental Programmes, Faculty of Science, Dalhousie University, Halifax, NS, Canada, B3H 4J1; Phone: (902) 494-3683; Fax: (902) 494-1123; Email: Tarah.Wright@Dal.Ca.

■ **ENVIRONMENTAL STUDIES (DIRECTOR) – University of Prince Edward Island.** The University of Prince Edward Island is seeking a unique academic to lead and coordinate its efforts to become a leader in the teaching, research and practice of environmental sustainability. The position of Director of Environmental Studies at UPEI is a full-time tenure track position at the Assistant Professor level, beginning in January or July 2008. UPEI is a small, dynamic university with a strong commitment to teaching and research excellence. Our Environmental Studies program is a young and successful interdisciplinary program that began in 2001 and has active involvement from faculty in the sciences, the arts, education and business (www.upei.ca/~envstudy). The successful candidate will help build on the success of three undergraduate courses in Engineering. Applicants should submit a letter of application, curriculum vitae and evidence of teaching ability, including any available student evaluations. Applicants should have a minimum of a MSc in Engineering, though preference will be given to candidates with a PhD in Engineering. Candidates should be registered as a Professional Engineer or be eligible for registration as a Professional Engineer on Prince Edward Island. Professional Engineering experience is expected and will be an important consideration in the selection process. Applicants must arrange for three (3) letters of reference to be sent directly to the Department from the referees. The closing date for applications is May 31, 2007. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications should be forwarded to: Chair, Department of Engineering, University of Prince Edward Island, Charlottetown, PE, Canada, C1A 4P3; Telephone: (902) 566-0764; E-mail: rstanley@upei.ca; Fax: (902) 894-2829.

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## H

■ **HEALTH STUDIES & GERONTOLOGY (PHYSIOLOGY) – University of Waterloo.** Physiology (Integrative Physiology or Behavioural Neuroscience): The Department of Health Studies and Gerontology invites applications for one tenure-track position as Assistant, Associate, or Full Professor. The successful applicant will be a dynamic, innovative scholar with broad teaching and research interests in biological aspects of individual and population health. This position will complement the existing expertise in a highly multidisciplinary Department and Faculty concerned with the broad determinants of health. Preference will be given to researchers undertaking basic research with the direct potential to inform intervention-based strategies in population health. Candidates should value interdisciplinary research. Although the specific area of biological research expertise is open, opportunities to collaborate with current faculty interests include integrative physiology and nutrition as related to the management of obesity or healthy weights; animal models of the neurobiological aspects of aging and cognition; and environmental and biobehavioural risk factors for cancer. It is expected that the pool of applicants will represent the diversity of academic backgrounds that are potentially suitable for this position, including integrative physiology, nutrition, physiological psychology, human biology, behavioural neuroscience, and environmental health. Applicants with a lifespan development perspective would be particularly attractive. The Department of Health Studies and Gerontology has recently initiated a significant expansion in teaching and research in Public Health through a Master of Public Health (MPH) program which complements its existing research-oriented MSc and PhD programs. The Faculty of Applied Health Sciences has also recently launched a new collaborative PhD in Aging, Health and Well-being, and is home to innovative research centres in aging, health informatics, population health, and cancer prevention. We also offer a multi-disciplinary BSc in Health Studies and Gerontology, a MSc and PhD in Population Health, and a collaborative MSc and PhD in Behavioural Neuroscience and Cognition. The successful candidate would be expected to contribute relevant biological expertise to the development of an interdisciplinary curriculum at both the graduate and undergraduate level. Teaching responsibilities will include a long-term commitment to the MPH program, consisting of at least one course in the candidate's area of expertise, plus some mentorship of MPH students in their Practicum placements. The position also requires the

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University of Victoria | Faculty of Humanities

## CANADA RESEARCH CHAIR in Aristotelian Philosophy

The University of Victoria invites applications for a Tier 2 Canada Research Chair (CRC) in Aristotelian Philosophy. CRCs are prestigious appointments funded by the Government of Canada. Tier 2 Chairs were created for excellent emerging scholars acknowledged by their peers as having the potential to lead their fields of study. Each CRC appointment is accompanied by funds to support the Chair holder's research. Tier 2 CRC appointments are normally made at the tenure-track Assistant Professor level; exceptional candidates may be appointed at a more senior level but normally candidates must have received a doctorate within the past 10 years. Any successful applicant will hold a regular position within the Department of Philosophy with eligibility for tenure.

In accordance with the regulations governing Canada Research Chairs, the best-qualified candidate will be appointed, regardless of citizenship or immigration status. Chair nominations are adjudicated by a peer review administered by the CRC secretariat and appointments are conditional upon approval. General information about CRCs may be found at www.chairs.gov.ca

The Department of Philosophy seeks an outstanding philosopher working on Aristotle, Aristotelianism and the continuing significance of Aristotle for contemporary philosophical issues. Mastery of ancient Greek is expected. Other relevant languages are assets. Duties emphasize research and graduate student training, but will include undergraduate instruction and administrative service.

The Department of Philosophy provides programmes of study leading to the degrees of B.A., B.A. (Hons.) and M.A.; plans for a Ph.D. programme are well underway. The Department offers a comprehensive programme of study at both the undergraduate and graduate levels. The undergraduate programme provides students with core courses on ethics, logic and the history of ancient and modern philosophy. All main areas of philosophy are represented in the curriculum. The Department takes pride in a strong record of research and publication. Strengths of the Department include aesthetics, applied ethics, ethics, logic, political philosophy, history of philosophy, metaphilosophy, metaphysics, philosophy of language, philosophy of mind and philosophy of science. The University Library has extensive holdings in Aristotelian Philosophy. Applications should include a curriculum vitae, a statement of research interests and a writing sample and should be sent to:

**Dr. James Young, Chair**
**Department of Philosophy, University of Victoria**
**P.O. Box 3045, Victoria, B.C., V8W 3P4 Canada**
Email: joy@uvic.ca; Web: web.uvic.ca/philosophy

Three confidential letters of reference should be sent directly to the Chair. Applications will be reviewed starting **September 1, 2007** and will be accepted until the position is filled. The Department hopes that the successful applicant will take up the position on 1 July 2008.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

## Academic Positions, School of Public Health

**Join Us – We are on the Move!**

The School of Public Health is the newest faculty at the University of Alberta and is the only faculty of public health in Canada. We are home to the Department of Public Health Sciences and the Centre for Health Promotion Studies with a combined total of 30 full-time faculty members. Through strong collaborative links with approximately 110 clinical and adjunct professors drawn from complementary University Departments and external agencies with connections to public health in Alberta, Canada and internationally, our faculty strive to create evidence-informed linkages between new knowledge and public health policy and practice. We offer professional MPH and research MSc and PhD degrees.

The University of Alberta is recognized nationally and internationally for educational and research pre-eminence, offering a very broad range of outstanding programs through a comprehensive set of faculties and schools. It is one of Canada's premier teaching and research-intensive universities with more than 36,000 students, over 11,000 faculty and staff and research funding exceeding $400 million annually. Located in Edmonton, the capital of the province of Alberta, the University plays a pivotal role in advancing the economic prosperity of Edmonton and Alberta. Edmonton, itself, is the centre of a metropolitan area with one million residents and is consistently ranked as one of Canada's most diverse and rapidly expanding economies. For more information about the University of Alberta and Edmonton, go to www.ualberta.ca

Our School is an eclectic mix of faculty hired into budget-funded positions and faculty who hold salary awards from major granting agencies. To maintain the synergy resulting from this mix the School of Public Health is seeking applications for tenure-track Assistant Professors and for Assistant Professors and Post-Doctoral Fellows interested in competing for major salary awards. In the latter case, two years of salary support and basic infrastructure will be provided to allow the successful candidates to apply for and obtain salary awards from one or more of the major funding agencies. Successful candidates will hold a PhD and have a promising record in university teaching and research in one of the core areas of public health:

- Biostatistics
- Environmental and Occupational Health Sciences
- Epidemiology
- Global and Aboriginal Health
- Health Policy and Management
- Health Promotion and Socio-Behavioural Health Sciences

Applications, including a curriculum vitae, a statement of research interests, a teaching dossier and/or statement of teaching philosophy and the names of three references may be sent to:

**Dr. R. Palmer**
**Interim Dean, School of Public Health**
**13-103 Clinical Sciences Building**
**Edmonton, Alberta, Canada T6G 2G3**
**E-mail: dean.publichealth@med.ualberta.ca**

**The closing date for this year's competition is May 30, 2007.**

**Faculty Website: www.publichealth.ualberta.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

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# CAREERS CARRIÈRES

successful development or continuation of an independent biologically-based laboratory research program and to the supervision of thesis-based MSc and PhD students in this research area. Excellent teaching and communication skills are essential. The earliest effective date of appointment is expected to be July 1, 2007, although there is some flexibility in the start date. The closing date for applications is May 31, 2007. Please submit a curriculum vitae, a letter of interest, and three letters of reference to be sent directly to: Professor Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HUMAN KINETICS — St. Francis Xavier University.** Position: Twelve month term appointment at the Assistant Professor level in the area of Human Kinetics with expertise in Adapted Physical Activity. This position is subject to Budgetary approval. Salary and Rank: Commensurate with qualifications and experience. Qualifications: PhD with a specialization/expertise in APE/APA is preferred. Appointment Date: July 1, 2007. Duties: The primary responsibility of the successful candidate in this position will be teaching at the undergraduate level in the area of Adapted Physical Activity and Adapted Physical Education. Opportunities exist to supervise community-based activity programs for people with disabilities. Evidence of and potential for development of an active research program is expected. Applicants should send a CV and the names of three referees to: Dr. Jacques Boucher, Chair, Department of Human Kinetics, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5; Tel: (902) 867-2107; Fax: (902) 867-3904; e-mail: jboucher@stfx.ca Applications will be accepted until May 15, 2007 or until a suitable candidate is identified. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. St. Francis Xavier University is committed to the principles of employment equity.

## K

■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for the position of Assistant Professor in Cognitive/Movement Neuroscience, in the Department of Kinesiology at the University of Waterloo. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. This position involves a link between the Department of Kinesiology and the RBJ Schlegel-UW Research Institute for Aging inclusive of data collection opportunities involving 8 continuums of care (3000 residents). The successful applicant will have the opportunity to work with an established group of researchers in cognitive and movement neuroscience examining the effects of aging and age-related disorders on cognitive and motor functioning. We welcome applicants with a focus on rehabilitation. Expertise in the use of statistical techniques for measuring the effectiveness of treatment would be advantageous. This position offers an enhanced research opportunity with a reduced teaching load, and will carry the title "Schlegel Research Chair in Aging". The Department of Kinesiology is an inter-disciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and optimal lifestyle. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at www.ahs.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or by Fax: 519-746-6776; or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is May 31, 2007 or until filled. The expected start date for the appointment is August 1, 2007. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY — Dalhousie University.** Applications are invited for two full-time probationary tenure track positions at the Assistant Professor level in the School of Health and Human Performance commencing August 1, 2008. Successful candidates will have strongly developing records of evidence-based research in one of the following two research areas: clinical kinesiology or the effects of physical activity on health. The candidate must also be able to contribute to undergraduate and graduate teaching in our Kinesiology programs. Specifically, they must be able to teach in one of two areas, anatomy or social psychology of physical activity, and be willing to contribute to the teaching of other areas such as professionalism and ethics, disabilities, care and prevention of injury, or socio-cultural perspectives of physical activity. Research and supervision of undergraduate BScK (Honours) and MSc graduate students is expected. Protected research time is a component of assigned faculty workload. Excellent opportunities exist for collaboration within the School of Health and Human Performance, the Faculty of Health Professions, and other areas at Dalhousie including medicine, community health and epidemiology, rehabilitation, and biomedical engineering. Requirements for these positions include a completed doctoral degree (or a doctoral degree near completion) in kinesiology, or other related area, as well as evidence of a strongly developing research and publication program. Teaching experience would be an asset. Applicants should submit a cover letter stating qualifications and abilities, a statement of research and teaching interests, a curriculum vitae, and three reference letters to: Dr. Lori A. Livingston, Director, School of Health and Human Performance, Dalhousie University, 6230 South Street, Halifax, NS, B3H 3J4; fax (902) 494-5120; email: lori.livingston@dal.ca. Web site address: www.hahp.healthprofessions.dal.ca. Consideration of applications will begin on September 1, 2007 and continue until the positions are filled. Interviews are tentatively scheduled for November, 2007. The Dalhousie University School of Health and Human Performance is part of the Faculty of Health Professions whose mission is to enhance health and social well-being through entry-level and advanced professional learning opportunities, practice innovation, and leadership in research and scholarship. In addition to the School of Health and Human Performance, the Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health Services Administration, Human Communication Disorders, Social Work, the College of Pharmacy, and the QEII/Dalhousie School of Health Sciences, and the Clinical Vision Science program. The School of Health and Human Performance offers programs leading to Bachelor of Science and Masters degrees in Kinesiology, Health Promotion, Therapeutic Recreation, and Recreation Management. Dalhousie University is located in Halifax, a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, whale-watching, hiking, and camping. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. These positions are subject to budgetary approval.

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## L

■ **LIBRARIAN — University of Western Ontario.** Western Libraries invites applications from an innovative, energetic, multilingual, and service-oriented librarian for a probationary position leading to a continuing appointment within the Research & Instructional Services Department of The D.B. Weldon Library. It is anticipated this position will be filled at the rank of Assistant Librarian. Salary will be commensurate with qualifications and experience. Reporting to the Head, Research & Instructional Services, and working as a member of the team in the Research & Instructional Services Department, the Librarian will plan and deliver reference and instructional services. The Librarian will play a key role developing library instruction programs for integrating information literacy skills into undergraduate and graduate programs through faculty outreach and liaison. Collections management for assigned subject area(s) will also be a component of the position. The Research and Instructional Librarian in the Weldon Library is a Member of the Librarians and Archivists Bargaining Unit represented by The University of Western Ontario Faculty Association. Terms and conditions of employment are governed by the Librarians and Archivists (UWOFA-LA) Collective Agreement. Qualifications: The Research and Instructional Services Librarian must have demonstrated experience with: instruction and the development of innovative instructional materials; database searching and research liaison with the university community; delivery of reference service; implementation and use of electronic resources and services; and web design and creation. The successful candidate must have demonstrated experience with arts and humanities and social science information resources in print and electronic formats. The Librarian must demonstrate initiative and possess outstanding communication, presentation, teaching and interpersonal skills; exhibit resourcefulness, innovation, and flexibility; be able to function effectively independently and as a team member; be able to manage multiple tasks and competing priorities; and be ready to enthusiastically assume an energetic pace working with librarian colleagues and other staff within the Weldon Library and Western Libraries at large. The candidate must have a Bachelor's degree with a concentration in French as well as a Master's degree (MLIS, MLS) from an ALA-accredited institution, along with substantial academic background from within the disciplines of Arts and Humanities, and Social Science. A Master's degree in one of these disciplines would be an advantage. Oral and written fluency in modern languages including French and either Spanish or Italian is essential for this position. The position requires two to three years experience in the area of language and linguistics in an academic library, including collection management. Environment: Serving the Faculties of Arts and Humanities, Information and Media Studies, and Social Science, The D. B. Weldon Library is one of seven service locations that comprise Western Libraries. Located at the heart of campus and with nearly 1.7 million visitors each year, the Weldon Library is a hub of social and intellectual activity. Working within this context, the Research and Instructional Services Department strives to meet the ever evolving needs of faculty, students and staff at Western by proving meaningful and relevant research resources and library services to its user community. Western Libraries is a member of the Ontario Council of University Libraries, the Canadian Association of Research Libraries and the Association of Research Libraries. Recognized for the quality of its staff, the access and services provided, and its outstanding collections—which include over nine million items in print, microform, and various other formats, as well as online access to tens of thousands of digital resources—Western Libraries supports the University's mission of providing the best student experience among Canada's leading

## UNIVERSITY OF WATERLOO

Waterloo FACULTY OF ENGINEERING MANAGEMENT SCIENCES

**Building on our record of excellence in undergraduate education, Waterloo Engineering is working to become Canada's premier engineering school through its Vision 2010 Strategic Plan. The plan is ambitious, but practical.**

The Department of Management Sciences is proud to play a significant role in the Vision 2010 Plan with a new undergraduate program in Management Engineering. This program, unique in Canada, will start in September 2007. Management Sciences will be hiring 13 new faculty members between now and 2010 to accommodate this growth.

Management Engineering integrates the knowledge from traditional areas of industrial and systems engineering, operations research and information systems. It couples this knowledge with the social sciences and tools drawn from management and business.

We now invite applications for three tenure-track/tenured faculty positions at the Assistant, Associate or Full Professor level. Faculty members are expected to teach both undergraduate and graduate courses, supervise graduate students, and develop a strong sponsored research program. Candidates with an undergraduate degree in engineering or those who may qualify for registration as a Professional Engineer are preferred.

■ BEHAVIOURAL SCIENCES
We seek an individual with a Ph.D. in a behavioural science including, but not limited to, organizational behaviour, psychology, sociology, or industrial/systems engineering with interests related to work, technology and organization.

■ INFORMATION SYSTEMS
We seek an individual with a Ph.D. in information systems with a background in, but not limited to, information science, software engineering, computer science, or industrial/systems engineering. The successful candidate will have interests in the applied use of information theory, systems and/or technology to decisions made by organizations or individuals.

■ OPERATIONS RESEARCH
We seek an individual with a PhD in applied operations research or management who has interests in both theoretical and applied aspects of probabilistic modelling. The successful candidate will have research and teaching interests in inventory/supply chain management, transportation, energy or health care management.

Applications should include a CV, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references. For more information about the application process, please refer to http://www.mansci.uwaterloo.ca/ or contact the departmental chair:

Dr. Elizabeth Jewkes
Department of Management Sciences
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1
emjewkes@uwaterloo.ca

Applications will be accepted until the positions are filled.

*All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.*

University of Waterloo

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UNIVERSITY OF REGINA

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

**DR. JOHN ARCHER LIBRARY**
**Associate University Librarian Position**
In the area of Collection Services and Assessment

**FACULTY OF BUSINESS ADMINISTRATION**
**Tenure-Track Position**
In the area of Accounting

**FACULTY OF ENGINEERING**
**Tenure-Track Position**
In the area of Petroleum Systems Engineering

**FACULTY OF FINE ARTS**
**Term Position**
In the area of Printmaking

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment**

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
**www.uregina.ca**

# CAREERS CARRIÈRES

research-intensive universities. Learn more about the Weldon Library: www.lib.uwo.ca/weldon. Learn more about Western Libraries: www.lib.uwo.ca. Learn more about The University of Western Ontario: www.uwo.ca Learn more about the UWOFA-LA Collective Agreement: http://www.uwofa.ca/uwotala/LA_CA06_09.pdf. Application Procedures: Applicants are required to submit a covering letter, a curriculum vitae, and the names and contact information for three references, in electronic format by 25 May 2007 to: Office of the University Librarian, The University of Western Ontario; Email: lib-ul@uwo.ca. Only applications received by e-mail will be considered. Please quote in the subject line reference #: DSW-0705. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## M

■ **MANAGEMENT — University of Guelph.** The School of Hospitality and Tourism Management seeks qualified candidates to fill an assistant or associate professor tenure-track position in organizational behaviour. The successful candidate will be expected to teach courses in organizational behaviour at the undergraduate and graduate level, conduct research in hospitality and/or tourism management and actively contribute to the successful functioning of the School and the industry through service work. A completed PhD or equivalent in organizational behaviour, with a strong interest in hospitality and/or tourism management. The successful candidate will demonstrate evidence of past research accomplishments, teaching effectiveness and an ability to interact and work well with the hospitality industry. Submit a letter of application, curriculum vitae, a brief teaching dossier, a statement of teaching philosophy and a list of references with mailing address, phone number and e-mail contact information by May 31, 2007 to: Dr. Marion Joppe, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; Fax: (519) 823-5512; E-mail: mjoppe@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. About the School: This is truly a School that industry helped to build. Our history goes back to 1969, when the School of Hotel and Food Administration was first opened and became fondly known by industry and students alike as "HAFA". The hallmark of this professional program has been its close link with industry. Today, the School offers BComm majors in both Hotel and Food Administration, and in Tourism Management, and participates in the MBA and MA (Leadership) programs at the graduate level. It is planning to start offering a research-intensive MSc as of 2007, and a doctoral program shortly thereafter. About the University: Located in southwestern Ontario about an hour's drive from Toronto, Guelph is a university with long traditions and ambitious goals. We aim to be Canada's leader in creating, transmitting and applying knowledge to improve the social, cultural and economic quality of life of people in this country and around the world. We pursue this vision by generating world-class research and scholarship, and we recruit outstanding faculty and staff to advance it. A 2005 report published in the National Post placed the University of Guelph as the top comprehensive research university in Canada for the third year in a row. Our reputation for excellence in teaching attracts students who are among the best in Canada. In the University Report Card online survey, which appeared in the Globe and Mail, students gave Guelph "straight A's" to overall quality of the educational experience and for student services. All of this makes for a dynamic and exciting academic and learning environment at the University of Guelph.

■ **MANAGEMENT & ORGANIZATIONAL BEHAVIOUR — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications for a one-year limited term position in the Management and Organizational Behaviour area, commencing September 1, 2007. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **MATHEMATICS & STATISTICS — University of Prince Edward Island.** The Department of Mathematics and Statistics at the University of Prince Edward Island invites applications for a 10-month term appointment in Statistics at the Lecturer or Assistant Professor level, subject to final budgetary approval. Commencement date is August 13, 2007 or by arrangement. Candidates should hold a PhD in Statistics for appointment at the Assistant Professor rank or a Master's in Statistics for appointment at the rank of Lecturer. Candidates should also demonstrate a strong commitment to, and excellence in, undergraduate teaching. Applicants should submit a letter of application, curriculum vitae and evidence of teaching ability, including any available student evaluations. Applicants must arrange for three (3) letters of reference to be sent directly to the Department from their referees. The closing date for applications is June 22, 2007. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications should be forwarded to: Dr. Den Ryan, Statistics Search Committee Chair, Department of Mathematics & Statistics, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada, C1A 4P3; Phone: (902) 566-0508; E-mail: dryan@upei.ca, Fax: (902) 566-0466; Homepage: http://www.math.upei.ca.

■ **MECHANICAL & AEROSPACE ENGINEERING — Carleton University.** The Department of Mechanical and Aerospace Engineering is introducing new degree programs and program options. To support this expansion, applications are invited for three tenure-track positions at the Assistant Professor level to commence July 2007. The ideal candidates will have research interests related to one or more of the following: astronautics and space technology; biomechanical engineering; applied dynamics or controls. Applicants must have a PhD and a commitment to teaching, research and the engineering profession. The successful candidates will be expected to be effective as undergraduate and graduate teachers and as graduate supervisors, and be able to attract funding to support independent research programs yielding high-quality peer-reviewed publications. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. The Department offers degrees at the Bachelor, Master, and PhD levels in both Mechanical and Aerospace Engineering, as well as Master degrees in Materials and Biomedical Engineering. There are excellent opportunities for research collaboration with industry and government institutes and laboratories. Information on the Department is available at www.mae.carleton.ca. Applications, with curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; Telephone: (613) 520-5684; Fax: (613) 520-5715; Email: jbeddoes@mae.carleton.ca. Applications will be accepted until May 31, 2007 or until the positions are filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, and persons with disabilities. The applications of Canadians and permanent residents will be given priority.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the planned Masters of Engineering Certificate program in green energy. The research field is flexible; areas of interest for this position include, but not limited to, energy system analysis and design, energy impact assessment, renewable energy, advanced energy technologies, energy storage, pollutant emission reduction and abatement, etc. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: mechair@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensuate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MEDICINE — University of Alberta.** The Departments of Medical Genetics and Medicine in the Faculty of Medicine and Dentistry, invite applications for nomination to a University of Alberta Tier 1 Canada Research Chair in Molecular Medicine. This is a position for an outstanding scientist investigating aspects of molecular medicine, in the newly formed Division of Molecular Medicine. Studies of obesity, diabetes, chromosome structure, cancer, complex traits, membrane transport, ocular disease and developmental pathways are amongst areas of interest by scientists currently in the Departments. The Canada Research Chairs Program was established by the Canadian Government to foster world-class research excellence. As stated in the program's Terms of Reference (www.chairs.gc.ca/), "Tier 1 Chairs, tenable for seven years and renewable, are for outstanding researchers acknowledged by their peers as world leaders in their fields." Appointment of the successful applicant as a Canada Research Chair is conditional upon review and approval by the CRC Secretariat. Applicants must have a MD, PhD or PhD/ MD, with an established track record in application of molecular discoveries to human disease, and success in obtaining independent peer-reviewed funding. We primarily seek candidates at the Professor level, but exceptional candidates at a more junior level will be considered. Applicants will be expected to help develop an interdisciplinary division spanning Medicine and Medical Genetics and thus must have clear leadership and development plans. Department information is available on: www.medicalgenetics.med.ualberta.ca and www.departmentofmedicine.ualberta.ca. Candidates are invited to submit a curriculum vitae, a detailed statement of research program, a sample of published work and the names of three references to: Dr. Michael Walker, Professor and Chair, Department of Medical Genetics, 8-39 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Competition deadline is May 31, 2007, or until positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MUSIC — McMaster University.** The School of the Arts at McMaster University invites applications for a twelve month (July 1, 2007 – June 30, 2008) contractually limited appointment in Music, at the rank of Assistant Professor. The current minimum salary floor for Assistant Professor is $55,015 (CDN). The successful candidate will have a PhD in Music, complete or near completion, with demonstrated strengths in Western art music. Preference will be given to candidates with a proven record of effective teaching at the university level. The successful candidate will teach the equivalent of six half-year courses, including conducting, advanced instrumental conducting, first year musicianship skills, and vocal ensemble. A commitment to active and regular participation in the administrative activities of the Music program, including auditions, juries and recruiting, as assigned, is a requirement for this position. Applicants should include a letter of interest, a detailed curriculum vitae, a statement of teaching philosophy and practice, a syllabus for an upper level conducting course, and the names and complete contact information for three referees. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documentation should be clearly marked "Music position" and addressed to: Dr. Keith Kinder, Acting Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. Complete applications, including supporting documents, which are received by May 30, 2007 will be assured of consideration. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.

■ **MUSIC — McMaster University.** The School of the Arts at McMaster University invites applications for a twelve month (July 1, 2007 – June 30, 2008) contractually limited appointment in Music, at the rank of Assistant Professor. The current minimum salary floor for Assistant Professor is $55,015 (CDN). The successful candidate will have a PhD in Music, complete or near completion, with demonstrated strengths in Western art music. Preference will be given to candidates with a proven record of effective teaching at the university level. The successful candidate will teach the equivalent of six half-year courses, including conducting, advanced instrumental conducting, first year musicianship skills, and vocal ensemble. A commitment to active and regular participation in the administrative activities of the Music program, including auditions, juries and recruiting, as assigned, is a requirement for this position. Applicants should include a letter of interest, a detailed curriculum vitae, a statement of teaching philosophy and practice, a syllabus for an upper level conducting course, and the names and complete contact information for three referees. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documentation should be clearly marked "Music position" and addressed to: Dr. Keith Kinder, Acting Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. Complete applications, including supporting documents which are received by May 30, 2007 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.

## N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between these three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g. nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g. nanocrystals, nanoengineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nefaculty hiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

## O

■ **OCEAN & ARCHITECTURAL ENGINEERING — Memorial University of Newfoundland.** Applications are invited for three tenure-track faculty positions at the Assistant or Associate Professor level commencing September 1, 2007 or earliest thereafter, in the area of Ocean and Naval Architectural Engineering (ONAE), subject to budgetary approval. Salary will be commensurate with the collective agreement. The successful applicants will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with Industry, and to develop an active program of funded research. The ONAE program at Memorial is Canada's only accredited engineering program in Ocean Engineering/Naval Architecture, and enjoys an excellent international reputation. The successful candidates will become important members of this small but vibrant group. Applicants must have an undergraduate degree in engineering and an earned PhD degree in engineering with a research focus and accomplishments relevant to Ocean Engineering and/or Naval Architecture. Applicants with research interests in areas such as ship and offshore structures, hydrodynamics, marine transportation are encouraged to apply. Applicants are asked to indicate interest in one of the following three specialty areas. Position ENGI-2007-001: The focus of this position is in the area of marine hydrodynamics, including computational fluid dynamics, ship and/or floating offshore structures motions, wave-structure interaction and stability. Position ENGI-2007-002: The focus of this position is in the area of ship and offshore structures. The areas of vessel and structural dynamics (eg, controls, vibration, noise and acoustics), reliability and limit state design, structural analysis and simulation, loading mechanics and structural aging and deterioration have a particular interest. Position ENGI-2007-003: The focus of this position is in the area of ocean engineering design and naval architecture, including performance evaluation using experimental and numerical modeling.

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## Assistant Professor
## Applied Geophysics

MEMORIAL UNIVERSITY

The Department of Earth Sciences, Memorial University of Newfoundland invites applications for a tenure track faculty position at the assistant professor level in the field of applied geophysics (Ref.: VPA #EASC-2007-002). We are particularly interested in candidates whose research expertise complements but does not overlap our existing strength in applied seismology. This research expertise will likely have been applied to environmental issues, geotechnics, and/or mineral deposits. The successful applicant must also be able to deliver state-of-the-art senior undergraduate courses in electrical, electromagnetic and potential field methods of subsurface exploration.

Applicants must possess a Ph.D., a demonstrated record of research and publication in the field of applied geophysics, and should preferably have post-doctoral experience. The successful candidate is expected to maintain a vigorous research program, sustain a strong record of peer-reviewed publication and external funding, advise and mentor undergraduate and graduate students, and contribute energetically to the teaching mission of the department.

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With 34 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. The successful candidate will have access to modern facilities listed at (www.mun.ca/earthsciences/facilities/) and (www.mun.ca/creait). Members of the department actively participate in several interdisciplinary programs within the university including graduate programs in environmental science (www.mun.ca/science/envs/), geochemical and geophysical programs within the Inco Innovation Centre (www.mun.ca/iic/about), and the Pan Atlantic Petroleum Systems Consortium (www.mun.ca/OGDP/ppsc).

Applications must be received by June 30th, 2007. Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: Dr. John M. Hanchar, Head, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5, or, preferably, e-mail applications in PDF format to: head@esd.mun.ca. Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchar, Head of Earth Sciences at head@esd.mun.ca or by telephone at 709-737-2334.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational life of Newfoundland and Labrador. Offering a diverse set of undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's (www.stjohns.ca/tudes.jsp), a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

*Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities and candidates eligible for NSERC University Faculty Awards are encouraged to apply.*

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McMaster University

## Ontario Research Chair in Educational Achievement and At-Risk Students

McMaster University and the Offord Centre for Child Studies are seeking an outstanding individual to fill the new Ontario Research Chair in Educational Achievement and At-Risk Students. You will develop and lead a comprehensive multi-disciplinary research program in educational underachievement and will stimulate public-policy debate on health deficits, socioeconomic disadvantage, and their impact on children's academic achievement. The Chair will build a strong graduate program and develop new interdisciplinary graduate courses in this area.

The Offord Centre is an internationally renowned group of scholers from a variety of health and social science disciplines dedicated to finding the factors that promote healthy child development including competence at school. The Chair will be appointed in the Department of Clinical Epidemiology and Biostatistics and will hold cross-appointments in other Faculties as appropriate. Located mid way between the Niagera Peninsula and Metropolitan Toronto, McMaster University offers an unparalleled social, cultural and recreational living environment and a challenging academic career in one of Canada's premier health universities.

For a detailed position description, application procedures and information about McMaster University, CE&B and the Offord Centre, please visit:
**http://www.mcmaster.ca/academic/hscposts.cfm**
**http://www.mcmaster.ca/home.cfm**
**http://www.fhs.mcmaster.ca/ceb**
**http://www.offordcentre.com**

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.*

# CAREERS CARRIÈRES

The areas of small and high performance craft, subsea systems and deepwater harsh environments have a particular interest. The successful applicant will be expected to establish an international reputation for excellence in research and professional activities, and to excel at teaching in the ONAE program at Memorial. Registration as a Professional Engineer in Newfoundland and Labrador will be expected. The Faculty of Engineering and Applied Science has well-established co-operative undergraduate programs and active graduate research programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean and Naval Architectural Engineering, with options in Offshore Oil and Gas Engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax: (709) 737-8975; Reference: ONAE-2007-001/002/003. The closing date for applications for these positions is June 1, 2007. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Lethbridge.** The Faculty of Management at the University of Lethbridge has an opening for a tenure-track position at the assistant or associate level in Organizational Behavior commencing July 1, 2008. The position is located on our Lethbridge campus and requires an individual who holds a PhD or is at the latter stages of completing a doctorate. The Faculty of Management values both research and teaching excellence. We offer a 13 week semester, fully paid study leaves, a 2/2 course load for research active faculty, a research based Master's program and small class sizes. The Faculty of Management consists of approximately 60 faculty members with diverse research interests and approximately 2500 students across three campuses (Lethbridge, Edmonton and Calgary). Strong international exchange programs are in place for both students and faculty. The Faculty is part of the University of Lethbridge which has approximately 8000 students from 37 countries. In the past, the University has been rated #1 for research activities among institutions of its size in Canada. For more information visit our website at: www.uleth.ca/man/. Lethbridge is located in Southern Alberta and is three hours north of Great Falls, Montana, and two hours south of Calgary. Alberta is presently the economic growth engine of Canada with the lowest tax rates in the country. Lethbridge's close proximity to Banff National Park, Waterton Lakes National Park and numerous other sites make the area ideal for golfing, cycling, hiking, canoeing, skiing and other activities. Lethbridge enjoys a moderate continental climate with warm winters and mild summers and one of the highest amounts of sunshine in the country. This is complemented by the safe, secure and friendly environment, and one of the lowest costs of living in North America, making Lethbridge a great place to live and raise a family. www.uleth.ca/man/ Applications should include a curriculum vitae, a sample of research papers, a statement of research, a statement of teaching philosophy, evidence of teaching effectiveness, and names and contact information of at least three referees. Send the material and arrange for letters of reference to be mailed directly to: Dr. Murray Lindsay, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4, Canada, or e-mail: management.dean@uleth.ca. Closing date is September 28, 2007. The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. The University of Lethbridge is an equal opportunity employer.

## P

■ **PATHOLOGY (HUMAN MOLECULAR GENETICIST) — Dalhousie University.** Dalhousie University invites applications for a full-time probationary tenure-track faculty position in the Department of Pathology. The position is at the level of Assistant/Associate Professor. The appointed individual is expected to develop a research program with a focus on the molecular basis of genetic disease. While all areas of human molecular genetics are encouraged to apply, the Department has an ongoing interest in the molecular genetics of ocular disease. The successful candidate will also join an active group of basic scientists and clinicians from various disciplines within the Faculty of Medicine, IWK Health Centre and Queen Elizabeth II Health Sciences Centre. The successful candidate would participate in the Atlantic Medical Genetics and Genomics Initiative whose goals are to identify monogenic disease genes in families of Atlantic Canada. The applicant should be able to teach graduate students in the areas of human genetics and genomics. In addition, they will supervise graduate students (MSc and PhD) within the Department. Research facilities include state-of-the art genetics technologies including an Applied Biosystems 3130xl Genetic Analyzer and a real-time rotary analyzer (Corbett Rotor-Gene 6500 with High Resolution Melt for SNP genotyping). Dalhousie University is a research-intensive university located in the vibrant cosmopolitan city of Halifax, Nova Scotia in the beautiful Maritime environment (www.halifaxinfo.com). We are home to some of Canada's top scientists, clinicians and students, and a centre of excellence that contributes much to the world's medical knowledge base. Position qualifications include a PhD or an MD (or equivalent degree) and extensive post-doctoral experience. Applicants should demonstrate their potential to develop an outstanding independent research program, and collaborate effectively with other faculty members. Closing date for applications is July 31, 2007. Interested applicants please send curriculum vitae, a written description of proposed research, statement of teaching interests, and arrange to have three letters of reference (at least two of whom must be academic referees) sent under separate cover to: Christine Anjowski, Administrator, Department of Pathology, Dalhousie University, Faculty of Medicine, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia, Canada, B3H 1X5; E-mail: c.anjowski@dal.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PHARMACY — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA! About 70 percent of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and to: the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and proficient teaching in fields including clinical pharmacotherapeutics, pharmacoinformatics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, M.D. or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans-and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1–2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmacoinformatics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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UNIVERSITY OF MANITOBA
FACULTY OF MEDICINE

## GERRY McDOLE PROFESSORSHIP AWARD

Award: **$50,000** | Application Deadline: **July 1, 2007**
Guidelines & application information can be obtained by visiting:
http://umanitoba.ca/faculties/medicine/research/other_funding.html

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Canadian HIV Trials Network

Réseau canadien pour les essais VIH

## CHIEF SCIENTIFIC OFFICER
### *Canadian HIV Trials Network*

Founded in 1990, the Canadian HIV Trials Network (CTN) is a partnership committed to developing treatments, preventions, vaccines and a cure for HIV disease and AIDS, through the conduct of scientifically sound and ethical clinical trials. In association with Providence Health Care and the University of British Columbia, the CTN is funded by the Canadian Institutes of Health Research, and funding is directed to infrastructure support in the National Centre located in Vancouver and to approximately twenty active clinical sites located from coast to coast, and new affiliate sites in the developing world.

A member of the management team and reporting to the National Director, the Chief Scientific Officer contributes to the overall scientific strategy and facilitates the conduct and analysis of clinical trials of HIV treatments, preventions and vaccines performed by the Network.

The ideal candidate will bring extensive, senior knowledge of and leadership experience in clinical trials. A sound foundation in issues that arise in establishment, running, financing and reporting functions is required, as are superior interpersonal and relationship building skills. The ideal candidate will also be a strong researcher with a record of publications and grant funding. A PhD in a related area or MD is required.

***This is a challenging opportunity to play a leadership role in a first class organization. CTN is committed to employment equity and welcomes applications from all designated groups. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.***

*Should you want to learn more about this unique leadership opportunity, call Alex Verdecchia, Kelly Baron or Libby Dybikowski at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc. at search@provenceconsulting.com*

PROVENCE FINDS

*We will communicate with all who express interest.*

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**Les Carrières > TravailAcademique.ca**

# CAREERS CARRIÈRES

■ **PHYSICS — Tongji University**, School of Ocean and Earth Science, Tongji University, Shanghai invites applications from seismologists with research expertise in one or more of the following: source mechanism, wave propagation and earth structure. Successful applicants will be rewarded with exceptional research opportunities and immediate access to a wealth of privileged seismic recordings. Requirements: strong background in mathematics and physics; proficiency in English. Hiring incentives: housing subsidy; generous salaries; and travel grants. Submit CV and three recommendation letters to chun@physics.utoronto.ca or kcS50@columbia.edu.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY — University of Waterloo.** The Department of Physics and Astronomy, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in nanophysics. For exceptional or senior candidates, an appointment at a higher level may be possible. More than one position may be available depending on our funding situation. We are seeking applications from both theorists and experimentalists. Further information about the Department can be found on our web page: http://www.physics.uwaterloo.ca. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by May 15, 2007 and addressed to Prof. Robert Mann, Chair, Nanophysics Search, Department of Physics and Astronomy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLASTIC & RECONSTRUCTIVE SURGERY — University of Alberta.** The University of Alberta and Capital Health are accepting applications for the position of Burn Surgeon in the Division of Plastic and Reconstructive Surgery/General Surgery and the Firefighters' Burn Treatment Unit. The position will be recruited at the Assistant Professor level depending on the qualifications of the applicant. The successful applicant must be eligible for registration with the College of Physicians and Surgeons of Alberta with burn wound care as an academic area of interest. An interest in caring for the burn patient with skills including wound care management, intensive care training, as well as being capable of working cooperatively in a multi-disciplinary team are required. A fellowship in burn care and an MSc or PhD in a related research field would be highly beneficial. A commitment to teaching is expected. Applicants should reply by July 31, 2007, enclosing a current curriculum vitae and the names of three references to: Or OM Heddon, Walter Stirling Anderson Professor and Chair of Surgery, 202.24 Walter Mackenzie Health Sciences Centre, University of Alberta, 8440-112 Street, Edmonton, Alberta, Canada, T6G 2B7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity to employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **POLITICAL SCIENCE — Saint Mary's University.** Limited Term Appointment in Political Science, Comparative Politics: Subject to budgetary approval, the Department of Political Science at Saint Mary's University invites applications for a full-time, limited term (nine month) appointment at the Lecturer or Junior Assistant Professor level beginning September 1st, 2007. Preference will given to candidates who are able to teach introduction to Political Science and courses in Comparative Politics. The appointment will include normal administrative responsibilities and may also include supervisory duties within the Department's Honours programme. The candidate must have a PhD or nearly completed PhD in Political Science and a demonstrated record of excellence in teaching and research, or evidence of significant research potential. Interested candidates should send a letter of application outlining their suitability for the position, along with a curriculum vitae, the names and addresses of three referees and teaching evaluations to: Or. Alexandra Dobrowolsky, Chair, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The deadline for applications is May 16, 2007. Applicants are responsible for ensuring their files are complete. For further information call (902) 420-5836 or email collins devereaux@smu.ca. Please note that only candidates to be interviewed will be contacted. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **POLITICAL SCIENCE — University of Waterloo.** Applications are invited for a tenured track position in the Department of Political Science, University of Waterloo, at the Associate/Assistant Professor level in Comparative Politics, Industrialized Societies. We are interested in candidates with expertise in comparative studies of developed states, including but not limited or restricted to EU members, Canada, the United States, Japan and other advanced economies. The successful candidate will have a doctorate in Political Science, a record of effective teaching and evidence of an established or promising research record. The candidate is expected to contribute to teaching at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong program of both teaching and research. At the Associate level, the candidate is expected to demonstrate an established program of teaching, graduate supervision and research including a strong publication and grant record. The appointment is effective no later than September 1, 2007. Please send a complete application, including CV, teaching dossier, two or three samples of recent scholarly work and three letters of reference by May 1, 2007, to Professor Richard Nutbrown (nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1 (Fax (519) 746-5622). All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

## S

■ **SOCIAL WORK — Wilfrid Laurier University.** The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track faculty position at the assistant professor level. For this position, candidates should have a graduate degree in social work and should have completed or be near the completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching and who can contribute to the scholarly activity of the faculty through a developing publication record and a program of research. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. We are looking specifically for candidates with a strong background in social work practice with individuals, groups and families. Practice experience with diverse populations is essential. A preference will be given to candidates who have strengths in teaching quantitative methods and data analysis. Applicants should submit evidence of teaching excellence (such as evaluations and/or a dossier); a 1-2 page cover letter, full curriculum vitae; one sample publication; and the names, addresses and contact information for three professional references to be sent by May 15, 2007 to Or. Marshall Fine, Chair of Appointments and Promotion Committee, Lyle S. Hallman Faculty of Social Work, Wilfrid Laurier University, 120 Duke Street West, Waterloo, ON, Canada, N2H 3W8. Appointment for this position will commence July 1, 2007 or January 1, 2008 at rank and salary commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all gendera and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Or. Lesley Cooper, Dean, Lyle S. Hallman Faculty of Social Work, Wilfrid Laurier University, 120 Duke Street West, Waterloo, ON, Canada, N2H 3W8.

■ **SOCIOLOGY — York University.** Department of Sociology, Faculty of Arts, York University, Toronto, Ontario, Canada, invites applications for two one-year contractually limited appointments at the Assistant Professor level in Sociological Methods and Classical and Contemporary Sociological Theory. Details at www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). The deadline for applications is May 4, 2007.

■ **SOCIOLOGY — Saint Mary's University.** Applications are invited for a contractually limited nine month appointment at the Assistant Professor level commencing September 1, 2007. Preference will be given to candidates with a strong background in rural and/or environmental sociology who can also teach introductory level sociology courses. Candidates should have a PhD or be near completion. Applicants are asked to submit a curriculum vitae, a sample of recent work, a teaching dossier, and the names, addresses, and contact numbers for three referees. Application packages should be sent directly to Madine Vander-Plaat, Acting Chair, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is May 31, 2007. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

## W

■ **WELDING — University of Alberta.** Applications are invited for a tenure-track faculty position at the rank of Professor. Other ranks may be considered. The chair holder will be expected to develop an exceptional research program in the general area of welding and joining, with emphasis on novel materials, methods, and technologies for welding and joining of materials. The challenges that face Canada's resource sector extend beyond specific welding and joining processes to include meeting the demands put on pipes and vessels in a wide range of corrosive and erosive environments. Thus, additional research areas of interest could include aging and embrittlement mechanisms and associated weld repair techniques; improved welding processes/techniques for the application of wear-resistant overlays, structural and pressure environments; welding automation; heavy wall pressure vessel fabrication techniques; welding techniques for ultra-high strength pipeline materials; improved non-destructive testing and other inspection techniques; and welding consumable testing and development. Candidates must have the ability to conduct both independent and cooperative research, develop exceptional and highly productive research programs, and to teach both undergraduate and graduate courses in materials engineering. The Department of Chemical and Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is 45, with approximately 200 graduate students and 70 other researchers. The current research strengths within the department include: surface and interfacial science, nanomaterials and their application, computational fluid dynamics, reaction engineering and catalysis, and process control. For information about our department, please consult our website at: www.engineering.ualberta.ca/eme/. The Department of Civil and Environmental Engineering has a very strong Structural Engineering group and would provide a valuable source of collaborators. Candidates must either hold a PhD in Materials Engineering, or related field, or expect to receive one shortly after taking up their appointment. A curriculum vitae, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to: Or. J. F. Forbes, Department of Chemical and Materials Engineering, University of Alberta, 536 CME, Edmonton, Alberta, Canada, T6G 2G6. The position will be available in 2007. The deadline for applications is June 1, 2007, however applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2007 to June 2008. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University; Email: kchittick@trentu.ca or sw brown@trentu.ca.

■ **SOUTH OF FRANCE** — A "Mazet" for Sabbatical! Fully equipped charming cottage for 2 people, located on Mison Pradier grounds, pine and olive grove, terrace with panoramic view of the valley and the foothills. Internet access: WiFi-DSL. No smoking, calm location; close to major cultural spots of Provence and Languedoc. Advice and information for a successful sabbatical in the area. Available for year round rental: 750 euros per month. Email: francoise.tuer@free.fr; Website: http://www.maison-pradier.com.


UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA

With an award-winning core campus in Prince George and regional campuses throughout Northern British Columbia, UNBC recognizes the importance of quality teaching, personal attention, groundbreaking research, and being responsive to the region it serves. The University of Northern British Columbia invites nominations and applications for the position of . . .

CHAIR OF NURSING

The Nursing Program was established in 1993 to prepare students for nursing practice in an extensive range of settings with an emphasis on rural, northern and First Nations communities. Programs are offered across multiple campuses and recognize the integration of practice, theory and research. The undergraduate and graduate Nursing programs emphasize a practice-based philosophy to respond to the changing health care needs in northern British Columbia. UNBC is seeking an innovative and dynamic leader who will:

- Work collaboratively to provide visible, pro-active and visionary leadership
- Create an organizational environment that enables faculty to provide a first class educational experience to undergraduate and graduate students
- Promote research excellence
- Build effective relationships and advocate for the program both internally and externally
- Lead expansion of the graduate and undergraduate programs and contribute to growth in the health sciences

The successful candidate will have a doctoral degree or equivalent with at least one degree in nursing, university teaching, research and management/leadership experience as well as a desire to live and work in an exciting environment on a beautiful campus. Experience working with Aboriginal people and communities and a working knowledge of nurse practitioner programs would be advantages. This position comes with significant responsibility and authority within a collegial environment.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities. All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8554 through the "For Candidates" section of www.caldwell.ca, by email to vancouver@caldwell.ca, or in writing to 850-1095 Pender Street, Vancouver, V6E 2M6.

THE CALDWELL PARTNERS
TORONTO · CALGARY · HALIFAX · OTTAWA · VANCOUVER · MONTRÉAL · WINNIPEG

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA, CANADA

www.carears.ualberta.ca

Tenure Track Positions, Nursing

The Faculty of Nursing at the University of Alberta, ranked as one of the top nursing schools in Canada, and the largest in the country, is moving in a new and exciting direction. We have a renewed commitment to enhance clinical nursing practice and patient care through three inter-related initiatives. By using carefully designed internships, our Seamless Delivery Initiative will support students to move continuously through the BScN program to completion of their PhD. We are also committed to supporting academic nurse clinicians. These faculty members will be instrumental in creating 'oases of best practice' for our student internships. Our third initiative is to integrate teaching, research and practice by forming clusters of faculty who find synergy through common themes such as Health Equity, Chronic Illness, and Nursing and Health Systems.

Opportunities exist for faculty positions at the Assistant, Associate, or Professor rank and for faculty interested in administrative responsibilities to lead our international initiatives as the Associate Dean, Global Health; or to provide leadership as the Director, International Institute of Qualitative Methodology; or Director, PAHO/WHO Collaborating Centre for Nursing and Mental Health.

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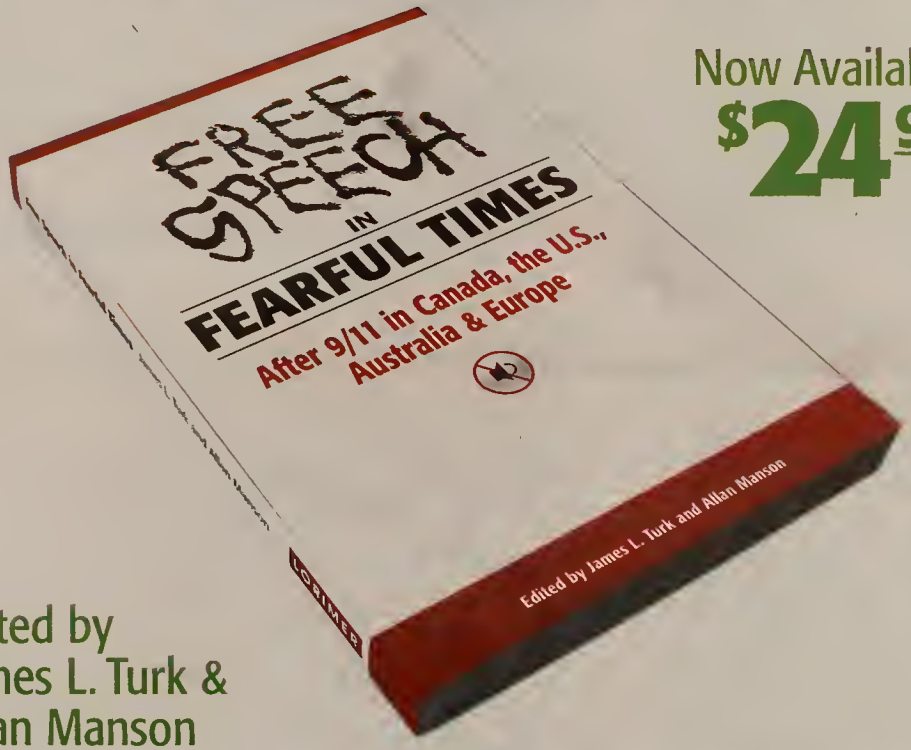


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